The Strategic Plan 2020 Report provides a comprehensive assessment of who we are as a church congregation, our hopes and dreams for the future of Broadview Missionary Baptist Church, and a five year comprehensive plan to be implemented by August 30, 2020. The strategic plan embodies the following goal areas: 1) Missions, Outreach, and Evangelism, 2) Attendance and Membership, 3) Baptisms, 4) Curriculum, Instruction, and Technology, 5) Tithes and Offerings.
THE BROADVIEW MISSIONARY BAPTIST CHURCH
STRATEGIC PLAN 2020 REPORT

SUBMITTED TO
THE BROADVIEW MISSIONARY BAPTIST CHURCH BOARD
MARVIN G. PARKER, PASTOR
CHRISTOPHER C. ROBINSON, SR., ASSISTANT PASTOR
CLARENCE W. HOPSON, PASTOR EMERITUS

PREPARED BY
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FOR
BROADVIEW MISSIONARY BAPTIST CHURCH
2100 SOUTH 25TH AVENUE
BROADVIEW, ILLINOIS 60155

OCTOBER 2015
“And the Lord answered me, and said, Write the vision, and make it plain upon tables, that they may run that readeth it. For the vision is yet for an appointed time, but at the end it shall speak, and not lie: though it tarry, wait for it, because it will surely come, it will not tarry.”

Habakkuk 2:2-3

(KJV)
[Wordle.net Image, courtesy of Scott Thumma, Ph.D., Hartford Institute for Religion Research, Hartford, Connecticut, is a summary of membership input on the BMBC Profile Inventory completed August 2015.]
ACKNOWLEDGEMENTS

It is with my deepest appreciation and gratitude that I would like to acknowledge and thank the many people who have contributed to the completion of the Broadview Missionary Baptist Church (BMBC) Strategic Plan 2020 Report. We are appreciative of the Executive Committee, Marvin G. Parker, Pastor, Christopher C. Robinson, Sr., Assistant Pastor, Kenneth Atwater, Chairman of the Board of Deacons, Melvin Jackson, Chairman of the Board of Trustees, and Larry Tolbert, Treasurer, for their leadership and willingness to participate in developing a strategic plan for BMBC. We are grateful to the Board, Staff, and entire Broadview Church Family for the instrumental roles they played throughout the plan development process. Their prayers, words of encouragement, participation, and input in the focus groups, SWOT Analysis, Church Profile Inventory, and “Leading With Vision” Combined Board and Staff Retreat were most valuable to the members of the Strategic Planning Committee and the planning process. Special thanks to Harvey Bond, Business Manager, Priscilla Rule, Josephine Smith, and Ramona Keith for their assistance with research, data collection, meeting logistics, and administrative support. Acknowledgements to Professor Phil Van Auken, Ph.D., Baylor University and the Baylor Center for Church Management, for agreeing to allow his article, “Strategic Planning for Church Organizations”, to serve as the introduction to this report; and Professor Scott Thumma, Ph.D., Hartford Institute of Religion Research, for designing the BMBC Profile Inventory Survey Report 2015 and providing the Wordle.Net Image.

The Strategic Planning Committee provided a comprehensive and professional approach in formulating the strategic plan, building leadership collaboration, and engaging the church
membership. Church members were given the opportunity to lend their voices to the strategic planning process and participate in developing a shared vision regarding the future of BMBC. I commend the committee members for the high level of expertise and commitment they demonstrated throughout each phase of the project. It has been my pleasure and privilege working with such a professional and dedicated team of Christian leaders. I extend a big “THANK YOU” to Shanté Bishop, David Brown, Foster D. Chambers, Joyce Ann Eaker, Charles Hillard, Anthony Lumpkin, Jason Mathews, and Delores Matt for their leadership, sacrifice, and service to the BMBC Strategic Planning Committee.

Finally, I want to thank God for His guidance and direction in bringing the BMBC Strategic Plan 2020 to fruition. I am praying for the outpouring of the Holy Spirit on BMBC, its administration, leadership, and membership in the development of an action plan that will help us to fully implement the goals outlined in the strategic plan over the next five years. The future of our local congregation rests in God’s hands and He will bless our faithfulness as we embrace the strategic plan and strive to fulfill His purpose for BMBC. God has blessed us, as a church body, with the spiritual, human, and monetary resources to fully implement the BMBC Strategic Plan 2020. We have the capacity and the synergy has been created within the congregation for us to complete the great work that God has called BMBC members to do in assisting to build His kingdom on earth. May God bless and keep you in perfect peace as we embark upon the implementation phase of the Broadview Missionary Baptist Church Strategic Plan 2020.

Prayerfully submitted in the name of our Lord and Saviour Jesus Christ to the glory of God!

Yours in Christ,

Eric A. King, Ph.D., Associate Minister
and Chairman Strategic Planning Committee
ANNUAL BUSINESS MEETING
MOTION TO APPROVE
THE BROADVIEW MISSIONARY BAPTIST CHURCH
STRATEGIC PLAN 2020

I move that the Broadview Missionary Baptist Church Strategic Plan 2020, which embodies the Vision, Mission, and following five goal areas: 1) Missions, Outreach, and Evangelism, 2) Attendance and Membership, 3) Baptisms, 4) Curriculum, Instruction, and Technology, and 5) Tithes and Offerings, be approved with the allocation of adequate resources for implementation through August 31, 2020.

Motion by:
Seconded by:

Vote: Ayes ________________ Nays ________________ Abstentions ________________

Moderator: Kenneth Atwater, Sr., Chairman of the Board of Deacons
Pastor: Reverend Marvin G. Parker

DULY ADOPTED BY THE MEMBERSHIP ON FRIDAY, OCTOBER 23, 2015

________________________________________
PRISCILLA RULE
CLERK OF THE CHURCH

Attested by: The Strategic Planning Committee
Shanté Bishop, Ed.D.
David Brown, B.S.
Foster D. Chambers, B.F.A., Deacon
Joyce Ann Eaker, M.A., Director of the Nursery Ministry
Charles Hillard, M.B.A.
Eric A. King, Ph.D., Associate Minister and Chairman of the Strategic Planning Committee
Anthony Lumpkin, D.D.S., Deacon
Jason Mathews, B.S., Trustee
Delores Matt, M.A., M.A., Director of Teacher Training and Development

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C. COLLECTION OF DATA AND RESEARCH FINDINGS
D. CHURCH PROFILE INVENTORY SURVEY REPORT 2015
E. CONSENSUS PERFORMANCE OBJECTIVES
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G. STRATEGIC PLANNING COMMITTEE MEMBER PROFILES
H. BMBC ARTICLES OF INCORPORATION

BIBLIOGRAPHY – SUGGESTED READINGS
INTRODUCTION

by Dr. Phil Van Auken

[Dr. Phil Van Auken is a professor of management at Baylor University and the Baylor Center for Church Management in Waco, Texas. Note: On September 8, 2015, Phil Van Auken, Ph.D., gave Eric A. King, Ph.D., Chairman of the BMBC Strategic Planning Committee, permission to use the article “Strategic Planning for Christian Organizations” (see below) as the introduction section to the BMBC Strategic Plan 2020 Report.]

“Strategic Planning for Christian Organizations”

“We live in an era of strategic planning, not only for businesses but also for churches and other Christian organizations. But exactly what is strategic planning from a Christian context and how should it be conducted? Let’s explore the basics by laying a conceptual blueprint that is easy to understand and use.

What Is Strategic Planning?

Strategic planning is used interchangeable with such familiar terms as long-range planning, vision formulation, mission statement, and environmental analysis. All of these concepts have a common denominator: they focus on how a particular organization is distinct and unique.

What kind of church or Christian organization do we ideally want to be? How are we different from other churches or other Christian organizations? Why do we exist? What do we most want to accomplish? Strategic planning answers these questions.
How Strategic Planning Is Conducted?

The Right Questions:

- Why do we exist? That is, what needs in the community would not be met if our church/organization were not around?
- What are we like now, and how do we want to be different several years from now?
- What do we do best? What are our unique and special strengths, capabilities, and competencies?
- What resources (human, financial, facilities) are at our disposal? In what ways are our resources limited and constrained?
- Why do people come to our church rather than to another?
- To what kinds of people and groups are we best prepared to minister? What are their expressed needs?
- What principles and ideals do we believe in most strongly?
- In what new directions do we most want to grow?
- What is the "personality" of our church/organization--the internal culture or climate?
- What are the most fervent dreams and hopes of our key leader?

The Right People:

Use the following questions to select the members of your church or organization who are best suited to be strategic planners. These are members who:
• Focus on the "forest" (whole organization) more than the "trees" (specialized functions)?
• Seem to have a real passion for envisioning future possibilities (rather than seeing only past failures or current limitations)?
• Have the best in-depth insight into how the organization really works and functions?
• Are more interested in ends (the whats and whys) than in means (the hows)?
• Are most committed to what you are striving ultimately to accomplish?

The Right Way:

Strategic planning should be thought of as a dialogue proves that percolates throughout the organization. The following questions can guide strategists as they seek to formulate a realistic plan.

• In what formal ways should we seek input and perspective from our members? This should include meetings, surveys, and perhaps retreats.
• In what informal ways should we dialogue? Avenues to be considered include small-group get-togethers, home visits, and breakfasts or luncheons with key members.
• What assumptions are leaders making about the church or organization that members might not necessarily share? What assumptions have been made concerning availability of resources? The needs of members? The commitment of members? The spiritual maturity of members?
To what extent do paid staff members seem to be on the same wavelength as volunteers regarding the church’s mission, goals, and priorities?

A Strategic Planning Template

The information, perspective and insights yielded by the dialogue/percolation process can be shaped into a cohesive, strategic document using the following information categories:

A. the specific people and groups we serve
B. the specific needs we meet.
C. our highest priorities
D. what we do best
E. how we are unique and distinctive
F. how we want to change over the next several years
G. the contributions we want to make over the next several years.

Implementing Your Strategy

- The strategic plan and vision must fit the organization’s personality and life-style like a glove.
- The plan must be realistic and workable from the standpoint of leadership, resources, and communication.
- To be successful, the strategic plan must be clearly understood and enthusiastically embraced by the members.
• The plan will not succeed over time unless it is backed by exceptionally strong administrative and team-building skills by the staff and especially the senior pastor or leader.

• The success of the plan’s implementation hinges on a continuous free-flowing dialogue process between staff, lay leaders, and members.

• No dynamic strategic plan can succeed in a passive organization.

• Above all else, successful strategy formulation requires active, hands-on leadership and aggressive team-building.

Keeping Leaders On Track

In the final analysis, leaders make or break strategic planning. The following questions will help leaders keep long-term success clearly in view.

• Whose plan are we developing? The organization’s? or our own personal plan? How can we tell the difference?

• Do we have enough administrative infrastructures (lay leaders, systems and procedures, training capacity, available resources, and so forth) to make implementing our strategic plan reasonable?

• To what extent have members of the strategy team and key leaders of the church developed rapport with one another? Is the leadership team sufficiently unified to effectively lead the organization through the many uncertainties and challenges of the strategic plan?

• What should we do if it appears that the strategic plan is not working?
Strategic Planning As A Lifestyle

All plans will need changing, fine-tuning, and revising. The real legacy of strategic planning is the interactive communication process used to derive and adjust the plan.

Discussing ideals and dreams is an unbeatable way to build relationships and nurture bonding between members of the organization. People can work together toward a common end, transforming one another in the process. Strategic planning isn’t a cure-all, but it can make a decisive difference in the future of your church or Christian organization.”
HISTORY OF BROADVIEW MISSIONARY BAPTIST CHURCH

1969 - 2015

Except the Lord build the house they labor in vain that build it...

Psalms 127:1

History is a systematic account of what has happened in the development of an institution. It may be recorded or passed down through word of mouth. So it is with the History of Broadview Missionary Baptist Church.

On July 4, 1969, the Lord selected Reverend Otis Anderson to construct the foundation of the Broadview Baptist Mission, which was to be located at 2001 South 15th Avenue in Broadview, Illinois, on a property owned by the Chicago Metropolitan Baptist Association. When Reverend Anderson’s field of labor changed, Reverend John Williams was appointed as Interim Pastor, and served from January, 1972 to May, 1972.

In May, 1972, the Lord called Reverend Clarence W. Hopson to the Broadview Vineyard, gave him a greater vision and set him to work on the building. At that time there were approximately 40 Members, mostly women and children. In June of 1972, the Broadview Baptist Mission was constituted as a church. Under Pastor Hopson’s leadership, the Church experienced record growth both spiritually and numerically with the motto, “Bring Them In, Build Them Up, and Send Them Out.” Two years later in 1974, due to the church’s spiritual and numerical growth, the church was able to purchase the property at 2001 South 15th Avenue. By 1977, although the property was completely remodeled to accommodate the growth, the
membership began to approach 300; the house was full and the leadership was forced to explore other options.

In 1980, Broadview purchased the building at 2111 South 17th Avenue. With a membership of just under 400, we marched into the new building. Every member was encouraged to study to show themselves approved by God, a workman who could rightly divide the word of truth. As a result Christian Education was a priority, with Tuesday and Thursday night bible classes, in addition to Sunday School and Vacation Bible School. The Lord continued to build the house. We have been blessed to lead the Illinois Baptist Training Association (IBSA) in the baptizing of new converts for several consecutive years. Within a few years, the church’s membership exceeded 2000, and plans were underway to alleviate the overcrowding. An 8:00 am service was added to the existing 11:00 a.m. and 7:30 p.m. services, and closed circuit TV was instituted in the fellowship hall.

After years of prayer, research, and legal challenges, God built a new house at 2100 South 25th Avenue and we marched in on November 13, 2004. This facility includes a sanctuary that seats 2200, a chapel that seats 250, fifteen classrooms, numerous office and administrative spaces and a fellowship hall that can accommodate 450 people.

Through the years Broadview Missionary Baptist Church has continued to exemplify the motto, “Bring Them In, Build Them Up, and Send Them Out,” training and ordaining numerous deacons and ministers. The Lord has called several pastors from among the Church.

On April 27, 2006, after 35 years of building, Pastor Clarence W. Hopson announced his retirement. On May 27, 2007, Pastor Emeritus Clarence W. Hopson passed the mantle to Pastor Marvin G. Parker who continued working on the building. Acting on a vision from God, Pastor
Parker moved the focus of Broadview Missionary Baptist Church to a new level with the appointment of Reverend Eric Arnall as the Missions’ Pastor. Reverend Arnall developed the Missions 101 Training Class Curriculum and organized the Missions Ministry based upon Acts 1:8. Broadview Missionary Baptist Church became an Acts 1:8 church.

In 2008, Reverend Robert Walker Sr. replaced Reverend Arnall as Missions’ Pastor. Reverend Walker developed a program to engage the entire church in missionary efforts. Strategies such as partnering with missionaries from other churches, church planting, missions trips, and church-wide mission opportunities were initiated. In addition, a Missions’ Prayer Team was established. During our first Global Impact Weekend, missionaries from around the world came to Broadview Missionary Baptist Church to be commissioned, share their stories, and request prayers.

During the next five years, 2008-2013, Broadview Missionary Baptist Church members have been engaged in activities to fulfill Acts 1:8. Pastor Parker has impressed upon the church members the importance of sharing the gospel at every opportunity with our families and friends at all gatherings, holidays, birthdays, picnics (Jerusalem). In 2010, Broadview began a quest to be an externally focused Church, to be the “Best Church” for the community through our Outreach Ministry – “The Lewis Travis Movement” (Judea). Members have gone on Mission trips to Kentucky, Louisiana, Missouri, New York [Albany and Harlem], Ohio, Tennessee, Washington (Samaria), Antigua, Barbados, The Gambia (a church was planted), Guinea Bissau and Uganda (Africa), Grenada, Italy, Jamaica, Kenya, Peru, St Vincent, (The Ends of the Earth). God is still working on the building.
Through prayer and supplication, in February 2015, God led Pastor Marvin Parker to appoint Reverend Eric A. King, Ph.D. to serve as chairperson of the Strategic Planning Committee (SPC). The SPC was established to aid in the development of a five year plan designed to foster growth, retention, collaboration, leadership development and active participation of the entire church membership toward the accomplishment of the established goals by 2020. God is working in the building! The SPC includes the following members: Shante Bishop, David Brown, Foster D. Chambers, Joyce Ann Eaker, Charles Hilliard, Eric A. King, Anthony Lumpkin, Jason Mathews and Delores Matt. After many meetings, engagement of the entire church through a SWOT Analysis (*Strengths, Weaknesses, Opportunities & Threats*), a Church Profile Inventory Survey (*an online and paper instrument used for the collection of information, attitudes and concerns of the BMBC membership*), various board and staff meetings and a combined Board and Staff Retreat in August 2015; the BMBC Strategic Plan 2020 was recommended for approval and adopted by the church body at the October 23, 2015, BMBC Annual Business Meeting.

During this 2015-2020 five year cycle, we look forward to God doing greater works through us. To kick off the new fiscal year in September 2015, Pastor Parker was led by God to call BMBC to fast and a revival. Pastor Kenneth Copeland of Mt. Zion Baptist Church in Rockford, Illinois, served as the revivalist. God sent him to tell us that we have favor with Him…use it; frustrations and disappointments may come but… use them as tools to grow by to help us do His will. As we yield to the Holy Spirit that dwells in us, we will understand God’s plan for our lives. We cannot neglect the assembling of ourselves (church services), for where there is unity there is strength, and when the church is on one accord, God moves. The BMBC Membership, under the direction of Reverend Christopher Robinson, Assistant Pastor and
Church Training Director, is engaged in a Church-Wide Christian Education Curriculum of Foundational Doctrines called “Believe”. The “Believe Curriculum” is a unique spiritual growth journey designed to focus the membership on thinking, acting, and becoming more like Jesus; in other words building maturity in the saints, which in turn builds the house. Several members of BMBC attended a Conference November 11-12, 2015, in Troy, Missouri where God provided them with the opportunity to receive training in “Making Disciples”.

We are looking forward to the next five years of growth and revitalization, but we know that it cannot be done without the Lord. Let every member of BMBC pray that the Lord will guide us in all our endeavors throughout the next five years.

*Except the Lord build the house they labor in vain that build it…*

Psalms 127:1
EXECUTIVE SUMMARY - STRATEGIC PLAN 2020

The authority for establishing a Strategic Planning Committee (SPC) rests in the Constitution and By-Laws of the Broadview Missionary Baptist Church (BMBC) amended April 26, 2013. Article II, Section 9 (d) (viii) of the Constitution and By-Laws provides the authorization for the establishment of a strategic planning committee and reads as follows:

“The strategic planning committee shall consist of a chairperson and at least two (2) other Board members. This committee shall establish short and long range goals for the church and determine how the resources of the church should be directed toward accomplishing the established goals (“Strategic Plan”). The committee shall oversee the implementation of and periodically review the Strategic Plan to ensure consistency with the Constitution, By-laws, vision and mission of this church.”

In February 2015, Marvin G. Parker, Pastor, appointed Eric A. King, Ph.D., Associate Minister, to serve as Chairman of the SPC for BMBC. Pastor Parker shared his vision, mission, and goals for BMBC with Reverend King who drafted the vision, mission, and goal statements that were revised and or affirmed by the Executive Committee (Marvin G. Parker, Pastor, Christopher C. Robinson, Assistant Pastor, Kenneth Atwater, Chairman of the Board of Deacons, Melvin Jackson, Chairman of the Board of Trustees, and Larry Tolbert, Treasurer) and the Strategic Planning Committee (Shanté Bishop, David Brown, Foster D. Chambers, Joyce Ann Eaker, Charles Hillard, Eric A. King, Anthony Lumpkin, Jason Mathews, and Delores Matt).

The SPC developed a planning framework, introduced the process to the congregation at the BMBC Semi-Annual Business Meeting in April 2015, conducted the SWOT Analysis,
researched and collected data on each goal area covering a ten-year period (2004-2014), administered the Church Profile Inventory Survey 2015 (online and hard copy), collaborated with the Executive Committee, and on August 15, 2015, facilitated a Combined Board and Staff Retreat – “Leading With Vision”. The Strategic Plan 2020 was presented to the congregation, recommended for approval, and adopted at the October 23, 2015, BMBC Annual Business Meeting Dinner.

The Strategic Plan 2020 Report provides a comprehensive assessment of who we are as a church, our hopes and dreams for the future of the church, and a five-year strategic plan to be fully implemented by BMBC by August 30, 2020. The Strategic Plan 2020 embodies the following goal areas: 1) Missions, Outreach, and Evangelism, 2) Attendance and Membership, 3) Baptisms, 4) Curriculum, Instruction, and Technology, 5) Tithes and Offerings. Each goal area is supported by a goal statement, scripture, performance objectives, rationale, and a call for prayerful commitment. Summarized reports, conclusions, and recommendations regarding BMBC that emerged through the strategic planning process are provided below.

**SWOT Analysis**

(Strengths, Weaknesses, Opportunities, and Threats)

The SWOT Analysis revealed that, overall, the membership at BMBC is confident that Broadview Baptist is a Bible believing, Bible teaching, fiscally responsible church with a strong missionary focus. The major weaknesses of the church are membership retention, a significant age gap, declining attendance in mid-week activities, and aging leadership.
The perception that BMBC is “old” and “patriarchal” provides opportunities for more life application preaching and teaching, greater leadership diversity in gender, age, and culture, as well as leveraging technology to attract and engage members in the 25-40 year old age group. The threats to the church are largely concerned with how BMBC is responding to security threats, and potential challenges and scrutiny over new homosexual marriage laws.

Recommendations:

- Create a Task Force to address issues of membership growth and retention (see appendix)
- Form a Technology Ministry to educate members on safe/acceptable uses of technology, establish the church’s social media presence, make recommendations for technological upgrades that will facilitate the mission/vision of the church (see appendix)
- Expand the Youth Movement to target young adults, develop youth leaders, and peer mentors (see appendix)

Archived Data Research and Findings

Missions, Outreach, and Evangelism

- Jerusalem engagement is good but there seems to be an unbalanced approach to outreach and evangelism or limited opportunity.
- Local volunteerism engagement is good.
- Due to limited available data, it may be premature to base decisions upon this data.
Attendance and Membership

Southern Baptist Convention (SBC) Data

- Data compiled by Lifeway Christian Resources (LCR) reported in 2014 the SBC added more churches.
- Conversely, LCR reported, using data from the Annual Church Profile, that in 2014 SBC cooperating churches membership declined by 2000 members.
- The LCR report also stated that SBC churches recorded 5,067 fewer baptisms in 2014.

BMBC Church Membership 2004-2014

- Annual Membership - High 2393 (Fiscal Year 2009) and Low 1973 (Fiscal Year 2014)
- Bringing them in is a strength
  - 10 year average of 370 potential new members annually
  - Previous 3 year average of 251 potential new members annually
- Membership is trending down
- 40% of new members leave the church within the first 90 days (or before receiving the right hand of fellowship)
- Annual average of delinquent members is greater than the annual average of new members
  - 10 year (2004-2014) average growth is -13 (minus thirteen members) annually
  - Previous 3 year (2012-2014) average growth is -121 (minus one hundred and twenty-one members) annually
Curriculum, Instruction, and Technology

- Data gathering opportunities
  - Member versus non-member totals (VBS)
  - Individual class attendance (Tuesday, Thursday, and Sunday)
- VBS engagement consistent with Year over Year
- Bible study attendance is trending down
- 2007 Bible study was up for all sessions
  - What was different? Is it replicable? Is it sustainable?
- 2007 – Observations that may have impacted increase in Bible study
  - Change in leadership
  - Changed the time of worship services and Sunday School
  - Catalog developed for classes (Tuesday and Thursday)
  - Missions leader appointed

Tithes and Offerings

- Giving back (Benevolence) is trending down and based upon Thom S. Rainer’s research and book, Autopsy of a Deceased Church, this is an indicator of an unhealthy church.
- Church membership was increasing when we were increasingly giving back to the community.
- Church membership decreased when we gave back less Year over Year to the community.
- There is a modest increase in congregational giving.
Summary of Findings

In the early 2000’s, Broadview Missionary Baptist Church brought in more members than those members who left BMBC and hence, retention did not seem to be an issue due to the apparent growth of the church. However, in more recent years, there are more people leaving BMBC than joining and this has left the church with a negative growth rate. BMBC’s three year growth rate is -121 (minus one-hundred and twenty-one members). Although the church’s ability to attract new members seems to be strong, at this rate, this local body of baptized believers may dissolve within 16 years unless action is taken by the church to reverse the negative growth.

BMBC has demonstrated unhealthy behavior in the following areas:

- Year over Year giving to the community in which the church exists is trending downward. The author of the book *Autopsy of a Deceased Church*, Thom S. Rainer, calls this behavior as consistent with that of an unhealthy church.

- There is an opportunity to establish a Data Retention Policy. Gathering data for the complete target period of 2004 thru 2014, in order to make informed, data driven decisions, was difficult and left holes in the data gathering results in the key areas of missions, outreach, and evangelism.

- Also, there are missed opportunities, for trend data analysis, due to incomplete data where we could have learned from things we did well (e.g. 2007 was a peak year for Bible Study but the specific contributing factors are unknown).
BMBC Profile Inventory Survey 2015

The BMBC Profile Inventory Survey 2015 was designed by Scott L. Thumma, Ph.D. of the Hartford Institute for Religion Research, Hartford, Connecticut. He is the Professor of Sociology of Religion and Director of the Doctor of Ministry Program. After receiving input from the Strategic Planning Committee, Professor Thumma posted, monitored and provided the results of the survey conducted from June 2015 through July 31 and extended to August 17, 2015 (see appendix). The approximate target group size is 1,662 BMBC members ages 15 and older. A total of 273 members or 16.42% of the target group completed the BMBC Church Inventory Profile Survey 2015, using an online or hardcopy version, and the highlights are detailed below.

Key Highlights

- 58% of the members completing the survey have been members of BMBC for more than 20 years
- 22% of the members completing the survey have been members for 10-19 years
- 78% of the members completing the survey attend church regularly.

We can reasonably conclude that BMBC has a faithful core of members who attend church services on a regular basis.

- **New Members** (less than 5 years) were not well represented in the survey, which supports earlier conclusions about a greater need for membership retention efforts.
- Areas that need greater emphasis included:
  - Helping members understand their own gifts for ministry
  - Participating in activities and fellowship with other churches
• Areas where there was disagreement or strong disagreement (the members did NOT agree with the following statements) included:
  - Studying the needs of the congregation and community to include in church planning
  - Members and groups get lots of support for trying something new in the congregation
  - Disagreements are dealt with openly rather than hushed up
  - The morale of the church is high
  - Cooperative programs with other churches or denominations
  - There is a sense of excitement about the church’s future

• The minister, adult education program, music ministry, worship style and church’s reputation is what INITIALLY attracted members to BMBC

• The minister, adult education, and worship style are what KEEPS members at BMBC

• Members age 55-64 (33%) were the largest population for the survey, followed by members age 65-74 (24%)

• Members age 25-34 (5%) were the lowest population to complete the survey, followed by members age 35-44 (11%).
BROADVIEW MISSIONARY BAPTIST CHURCH

STRATEGIC PLAN 2020

“Leading with Vision”

“Where there is no vision the people perish…”

(Proverbs 29:18)

Vision – Our Future: Where Are We Going?

The vision of Broadview Missionary Baptist Church is to go to the ends of the earth for the Lord Jesus Christ.

Scripture - “But you shall receive power when the Holy Spirit has come upon you; and you shall be witnesses to Me in Jerusalem, and in all Judea and Samaria, and to the ends of the earth.” - Acts 1:8

Mission - Our Core Purpose: How will we get there?

The mission of Broadview Missionary Baptist Church is to train our membership to love God and all people.

Scripture - “If someone says, ‘I love God,’ and hates his brother, he is a liar, for he who does not love his brother whom he has seen, how can he love God whom he has not seen?” - 1 John 4:20
Core Ideology...We Believe

Broadview Missionary Baptist Church recognizes the scriptures of the Old and New Testaments, the inerrant and infallible Word of God, as its authority in matters of faith and practice. Its understanding of Christian truth as contained therein is in essential accord with the belief of the Baptist Church as indicated in the Baptist Faith and Message.

Purpose of the Strategic Plan

The purpose of the Broadview Missionary Baptist Church (BMBC) Strategic Plan 2020 is to develop a five-year planning cycle designed to foster growth, retention, collaboration, leadership development, and active engagement of the church membership toward the accomplishment of said goals by 2020. Leadership development and service opportunities will be designed specifically for children ages 4-14, youth ages 15-20, young adults ages 21-25, and adults 26-40. Members 41 years of age and older will be engaged to lead cross-generational learning experiences, serve as mentors to youth, and develop young adult protégés for Christian leadership and service within the church and broader community (locally, nationally, and internationally).

Guiding Principles

What are the Guiding Principles for the BMBC Strategic Plan 2020?

1) The strategic plan must reflect the vision and mission of BMBC.
2) The strategic plan for BMBC should be visionary with goals and strategies that address critical issues and spiritual needs.
3) The strategic plan must reflect strategies that represent priorities and potential positive outcomes for BMBC.
4) The strategic planning process must be inclusive, participatory and provide opportunities for the BMBC membership to have voice in both the development and implementation phases.

5) The strategic planning process should be designed to create shared vision and ownership by the BMBC membership as well as their expected commitment to change and progress.

**S.M.A.R.T. Goals**

What are S.M.A.R.T. Goals?

**Specific** – Goals should be simplistically written and clearly define what you are going to do.

**Measurable** – Goals should be measurable so that you have tangible evidence that you have accomplished the goal.

**Achievable** – Goals should be achievable; they should stretch you slightly so you feel challenged, but defined well enough so that you can achieve them.

**Results** – Goals should measure outcomes; not activities.

**Time-framed** – Goals should be linked to a timeframe that creates a practical sense of urgency, or results in tension between the current reality and the vision of the goal. Without such tension, the goal is unlikely to produce relevant outcomes.

**The Five Goal Areas**

1. Goal One - Missions, Outreach, and Evangelism
2. Goal Two - Attendance and Membership
3. Goal Three - Baptisms
4. Goal Four - Curriculum, Instruction, and Technology
5. Goal Five - Tithes and Offerings
BMBC STRATEGIC PLAN 2020 GOALS

“Leading With Vision”

I. GOAL ONE - MISSIONS, OUTREACH, AND EVANGELISM

“The Big M.O.E.”

Scripture - “But ye shall receive power, after that the Holy Ghost is come upon you: and ye shall be witnesses unto me both in Jerusalem, and in all Judaea, and in Samaria, and unto the uttermost parts of the earth.” - Acts 1:8

A. Goal Statement 1A – Missions

“To the Ends of the Earth”

BMBC will expand the ministry of Missions, through the implementation of the “Missions 5/5” initiative by 2020.

Performance Objectives – “Missions 5/5”

1. Send out at least 50% of the average Sunday school church attendance to do missions over the next five years.
2. Start at least five new churches.
3. Aide five church partners in multiplying other churches.
4. Reach 5000 people for Christ through our World mission vision.
5. Disciple 500 new congregational members through “Missions 101” and “Fit for Missions” classes.

Scripture - “And he said unto them, Go ye into all the world, and preach the gospel to every creature. He that believeth and is baptized shall be saved, but he that believeth not shall be damned.” - Mark 16:15-16
B. Goal Statement 1B – Outreach – “The Lewis-Travis Movement”

“To the Neighborhood”

BMBC will expand the ministry of Outreach – “The Lewis-Travis Movement” through partnership initiatives with five municipalities, park districts, schools, senior citizen facilities, hospitals, and correctional institutions (adult and youth divisions) by 2020

Performance Objectives – Outreach – “The Lewis-Travis Movement”

1. Regularly publicize and promote the various BMBC ministries and accessibility internally and externally.
2. Make a concerted effort to reach the population with limited mobility (i.e. area college youth, senior citizens, imprisoned or individuals with transportation limitations).
3. Assist in the development of Christ based school extra-curricular activities (i.e. student bible study, gospel choir, study hour and tutorials).
4. Meet the physical needs of individuals in order to feed their spiritual needs.
5. Develop young adult protégés for Christian leadership and service.

Scripture - “For I was hungered, and ye gave me meat: I was thirsty, and ye gave me drink: I was a stranger, and ye took me in: Naked and ye clothed me: I was sick, and ye visited me: I was in prison, and ye came unto me. Then shall the righteous answer him, saying, Lord, when saw we thee an hungered, and fed thee? or thirsty, and gave thee drink? When saw we thee a stranger, and took thee in? or naked, and clothed thee? Or when saw we thee sick, or in prison, and came unto thee? And the King shall answer and say unto them, Verily I say unto you, Inasmuch as ye have done it unto one of the least of these my brethren, ye have done it unto me. - Matthew 25:35-40
C. **Goal Statement 1C – Evangelism**

“As You Go”

BMBC will expand the ministry of Evangelism by promoting evangelism in the life and ministry of the church by 2020 in five leadership areas.

**Performance Objectives – Evangelism**

1. **Evangelism Leadership** – Provide training in personal witnessing and in scheduling local witnessing efforts for sharing the Christian faith with non-believers.

2. **Church Promotion Leadership** – Work toward the maximum exposure of BMBC and its ministries to residents in the area.

3. **Special Events Leadership** – Identify and participate in special events in the area where the church can have an opportunity to witness.

4. **Web Site Leadership** – Develop and maintain a page on the website devoted to sharing the gospel with non-believers and promoting BMBC and its activities.

5. **Relational Leadership** – Develop and implement five relational strategies for specific non-believers and sharing the gospel.

**Scripture** - “And as ye go, preach, saying. The kingdom of heaven is at hand. Heal the sick, cleanse the lepers, raise the dead, cast out devils: freely ye have received, freely give. Provide neither gold, nor silver, nor brass in your purses, Nor scrip for your journey, neither two coats, neither shoes, nor yet staves: for the workman is worthy of his meat. - Matthew 10:7-14
Missions, Outreach, and Evangelism Rationale: It is the duty and privilege of every follower of Christ and every church of the Lord Jesus Christ to endeavor to make disciples of all nations.

The new birth of man’s spirit by God’s Holy Spirit means the birth of love for others.

Missionary effort on the part of all rests thus upon spiritual necessity of the regenerate life, and is expressly and repeatedly commanded in the teachings of Christ. It is the duty of every child of God to seek constantly to win the lost to Christ by personal effort and by all methods in harmony with the gospel of Christ. [Articles of Faith – Article XI - Evangelism and Missions]

Prayerful Commitment

“God reignite the hearts of our church members, including me, to have the passion for the gospel. Teach our church to share the gospel with others. Teach us to live as men and women who are true bearers of the good news of Jesus Christ. Remind us of our purpose. Convict us of our purpose. Empower us to live our purpose.”

II. GOAL TWO - ATTENDANCE AND MEMBERSHIP

A. Goal Statement 2A – Attendance

BMBC will increase church attendance 25% by 2020 in the following areas:

Worship Services, Prayer Meetings, and Bible Study.

Performance Objectives – Attendance

1. All leadership to model attendance desired of the congregation

2. Update the ministry schedules based on projected participation

3. Modify worship agenda(s) for flexibility and thinking outside of the box (i.e. Wednesday Prayer Service – Testimonials, Praise, and Prayer).

4. Develop a “Partner Plan” support system

5. Develop cross-generational mentorship programs.
Scripture - "And let us consider one another to provoke unto love and to good works. Not forsaking the assembling of ourselves together, as the manner of some is; but exhorting one another: and so much the more, as ye see the day approaching." - Hebrews 10:24-25

B. Goal Statement 2B – Membership

BMBC will increase church membership 25% by 2020 in the following areas:

Candidates for Baptism, Christian Experience, Reinstatement, and Letter.

Performance Objectives – Membership

Goal 2B – Membership

1. Re-evaluate the New Members program to determine effectiveness (i.e. too much too soon, leaders not a match up to new members, etc.)

2. Provide more preaching and teaching with life applications.

3. Take the message to the sidewalk and community (i.e. door knocking, tent revivals, etc).

4. Provide Youth Leadership opportunities in all ministries.

5. Provide tailored Bible Studies.

Scripture - “And the Lord added to the church daily such as should be saved.” - Acts 2:47

Attendance and Membership Rationale: The universal – the Body of Christ (Romans 12:5) – is composed of all true believers in Christ. As believers, we have our names written in the Lamb’s book of life (Revelation 20:12), which is the only complete “church membership roll” spoken of in the Holy Scripture. New Testament assemblies or congregations of God’s called out or gathered did meet when possible according to Holy Scripture. “And the Lord added to the church daily such as should be saved.” (Acts 2:47) This verse indicates that salvation was a prerequisite for being “added” to Christ’s church. Christian assemblies today, who require people to declare
their redemption before membership, are simply following the biblical model. See also 2 Corinthians 6:14-18.

**Prayerful Commitment**

“Lord open my eyes to the needs of others  Show me how to live more like Your Son, who always put others’ interest first. And especially show me that attitude as I serve my church.”

III. **GOAL THREE – BAPTISMS**

**Goal Statement 3 – Baptisms**

BMBC will increase the number of baptisms by 100% by 2020.

**Performance Objectives – Baptisms**

1. Establish bi-annual (baptism) goal setting objectives with mission partners (church plants)).

2. Track baptisms of Mission partners; include in overall BMBC (fiscal year) baptism numbers.

3. Establish mentorship program (through Christian Education Department) for new candidates to provide continuity from accepting Christ to baptism and into new members’ class.

4. Baptize VBS candidates at the conclusion of Vacation Bible School.

5. Utilize “3 Circles” approach to increase baptismal candidates.

**Scripture** - “Go ye therefore, and teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Ghost.” - Matthew 28:19
**Baptism Rationale:** Christian baptism is one of two ordinances that Jesus Christ instituted for His church. Just before his ascension, Jesus said, “*Go ye therefore, and teach all nations,* *baptizing them in the name of the Father, and of the Son, and of the Holy Ghost: Teaching them to observe all things whatsoever I have commanded you; and, lo, I am with you always, even unto the end of the world. Amen.*” (Matthew 28:19-20). These things are to be done everywhere ("all nations") until “the very end of the age.” So, if for no other reason, baptism has importance because Jesus commanded it. Baptism is to be done in the name of the Father, Son, and Holy Ghost – this is what makes it “Christian” baptism. It is through this ordinance that a person is admitted into the fellowship of the church. First Corinthians 12:13 says, “*for by one Spirit are we all baptized into one body – whether we be Jews or Gentiles, whether we be bond or free; and have been all made to drink into one Spirit.*”

**Prayerful Commitment**

“Lord, remind me that I am to be a Great Commission Christian in a Great Commission church. Remind me that, in Your strength, I am to do whatever it takes to reach out into my community with the transforming power of the Gospel.”

**IV. GOAL FOUR - CURRICULUM, INSTRUCTION, AND TECHNOLOGY**

A. **Goal Statement 4A – Curriculum**

BMBC will develop a well-rounded “Foundational Doctrines” curriculum founded on the doctrinal truths of the Holy Scripture and fully implemented by 2020.

**Performance Objectives – Curriculum**

1. Develop a well-rounded foundational doctrinal curriculum for yearly dissemination (i.e., once monthly).
2. Restructure the new members’ class to teach foundational doctrines.

3. Develop and implement a practical foundational curriculum for Youth and young adults.

4. Identify and establish more topics for life applications.

5. Provide some foundational classes on Tuesdays and Thursdays focusing on practical life applications.

Scripture - “Thou therefore, my son, be strong in the grace that is in Christ Jesus. And the things that thou hast heard of me among many witnesses, the same commit thou to faithful men, who shall teach others also.” - 2 Timothy 2:1-2

Scripture - “Ye are our epistle written in our hearts, known and read of all men: Forasmuch as are manifestly declared to be the epistle of Christ ministered by us, written not with ink, but with the Spirit of the living God, not in tables of stone, but in fleshy tables of the heart. “ - 2 Corinthians 3:2-3

Curriculum Rationale: The Christian curriculum encourages congregations to engage in teaching all that Christ commands (Matthew 28:20) in every situation. Christian education is reflective of God’s process of “information and transformation.” The goal is that Christ’s disciples receive Christ’s mind (1 Corinthians 2:16). Christ calls this “discipleship”. This is a, supernatural process. It requires lifelong learning. And it develops the faith that is required to please God (Hebrews 11:6). A proper Christian curriculum will aim at passing on the faith that was once delivered to the saints. The process of educating in the faith is an experience rich with nurturing and blessings.
B. **Goal Statement 4B – Instruction**

BMBC will provide professional development and in-service training programs and opportunities on a quarterly basis for teachers and leaders appropriate to the updated curriculum that will enhance the quality of instruction and leadership development.

**Performance Objectives – Instruction**

1. Provide Staff development training for all teachers on a continuing basis.
2. In-service/train superintendents, lead teachers, etc. on the use of existing teacher evaluation and student feedback tools.
3. Require teacher evaluations by superintendents at least twice yearly.
4. Recruit and develop young people (18-30) to teach in the youth department specifically.
5. Train teachers to use existing technology (PowerPoint presentations, overhead projectors, Google/internet, etc.), and various teaching methods to modernize teaching approaches.

*Scripture* - “*Hear instruction, and be wise, and refuse it not.*” - *Proverbs 8:33*

**Instruction Rationale:** The word translated “doctrine” means “instruction, especially as it applies to lifestyle application.” In other words, doctrine is teaching imparted by an authoritative source. In the Bible, the word always refers to spiritually related fields of study. The Bible says of itself that it is “profitable for doctrine, for reproof, for correction, for instruction in righteousness” (2 Timothy 3:16). We are to be careful about what we believe and present as truth. First Timothy 4:16 says, “Take heed unto thyself, and unto doctrine; continue in them; for in doing this thou shalt both save thyself, and them that hear thee.”
If our doctrine is based soundly upon scripture, we can know we are walking in the path God designed for us. However, if we do not study the word of God for ourselves (2 Timothy 2:15), we are led more easily into error. God wants us to know his heart and has given us His Word upon which we can build godly lives (see Matthew 7:24). The more we study true doctrine, the more we understand God and ourselves.

C. **Goal Statement 4C – Technology**

BMBC will expand the use of technology throughout the church operations for its members and in collaboration with church partners locally, nationally, and internationally.

**Performance Objectives – Technology**

1. Institute a plan for updating existing technology every 3-5 years.

2. Develop a technological training module designed to teach the congregation the spiritual uses of their mobile phones, I Pads, and tablets, etc. including entrance to existing BMBC website and Library resources.

3. Provide access to the morning service via podcast and/or live streaming for shut-ins, college students, vacationers etc.

4. Provide opportunities for members to chat with a minister after a message via chat and/or text.

5. Utilize the electronic billboard as a means to convey weekly kingdom building messages.

Scripture - “Then wrought Bezaleel and Aholiab, and every wise hearted man, in whom the Lord put wisdom and understanding to know how to work all manner of work for the service of the sanctuary, according to all that the LORD had commended.” - Exodus 36:1
Technology Rationale: The Holy Bible does not command God’s people to completely avoid technology. But condemns evil methods of discerning hidden knowledge (Deuteronomy 18:10-14, 29:29). Many passages of Holy Scripture refer to what will happen at the end of the age, but no other passage seems to deal with increasing knowledge or technology as a sign for us. A greater sign is the advancement of Christ’s gospel which Jesus spoke of in Matthew 24:14 and which He commanded us to proclaim in Matthew 28:19-20. God can and does use His form of technology to advance His purpose. Television, radio, computers, and I-pads, after all, are devices of technology.

Prayerful Commitment
“God give me the conviction and the courage to be like the heroes of Hebrews 11. Teach me not to hold onto those things in my church that are my personal preferences and styles. Show me not only how to let go, but where to let go, so that I may heed your commands more closely.”

V. GOAL FIVE – TITHES AND OFFERINGS

A. Goal Statement 5A – Tithes

Broadview Missionary Baptist Church will increase our amount of giving by 5% annually for the next five years and retire the church mortgage by 2020, by encouraging its membership to tithe.

Performance Objectives – Tithes

1. Provide a framework monthly that illustrates how members can increase their amount of giving by 5%.
2. Provide different methods (i.e. online applications – live streaming, podcasts, etc.) for giving Tithes with a goal of 15% membership usage in the first year.

3. Provide a quarterly financial curriculum series on stewardship and giving that includes distinguishing tithes from offerings (trial for 1 calendar year - fall, winter, and spring sessions).

4. Provide an annual report to the congregation on benevolence and giving back to the community that documents the amount given to organizations, private individuals, church plants, and other entities.

5. Develop standard wording to be used for making the financial appeal.

Scripture - “Will a man rob God? Yet ye have robbed me. But ye say, Wherein we have robbed thee In tithes and offerings. Ye are cursed with a curse: for ye have robbed me, even this whole nation. Bring ye all the tithes into the storehouse, that there may be meat in mine house, and prove me now herewith, saith the LORD of hosts, if I will not open you the windows of heaven, and pour you out a blessing, that there shall not be room enough to receive it. And I will rebuke the devourer for your sakes and he shall not destroy the fruits of your ground; neither shall your vine cast her fruit before time in the field, saith the LORD of hosts. And all nations shall call you blessed: for ye shall be a delightful land, saith the LORD of hosts. - Malachi 3:8-12

B. Goal Statement 5B – Offerings

BMBC will increase our offerings by 5% annually for the next five years and retire the church mortgage by 2020.
Performance Objectives – Offerings

1. Schedule two Stewardship Day events annually (May & November) to increase and extend member opportunities for giving.

2. Provide new and different methods (i.e. online applications – live streaming, podcasts, etc.) for making Offerings with a goal of 15% membership usage in the first year and increased offerings from external sources.

3. Provide a quarterly financial curriculum series on stewardship and giving that includes distinguishing tithes from offerings (trial for 1 calendar year - fall, winter, and spring sessions).

4. Provide an annual report to the congregation on benevolence and giving back to the community that documents the amount given to organizations, private individuals, church plants, scholarships, and other entities.

5. Develop standard wording to be used for making the financial appeal.

Scripture - “Honour the LORD with thy substance, and with the firstfruits of all thine increase: So shall thy barns be filled with plenty, and thy presses shall burst out with new wine. - Proverbs 3:9-10

Scripture - “But this I say, He which soweth sparingly shall reap also sparingly; and he which soweth bountifully shall reap also bountifully. Every man according as he purposeth in his heart, so let him give; not grudgingly, or of necessity: for God loveth a cheerful giver. - 2 Corinthians 9:6-7
Tithes and Offerings Rationale: God is the source of all blessings, temporal and spiritual; all that we have and are we owe to Him. Christians have a spiritual debtorship to the whole world, a holy trusteeship in the gospel, and a binding stewardship in their possession. They are therefore under obligation to serve Him with their time, talents, and material possessions; and should recognize all these as entrusted to them to use for the glory of God and for helping others. According to the Scriptures, Christians contribute of their means cheerfully, regularly, systematically, proportionately, and liberally for the advancement of the Redeemer’s cause on earth. [Articles of Faith – Article XIII - Stewardship]

The New Testament tells saints to give financial gifts “in keeping with their income” (1 Corinthians 16:2). The Holy Spirit also warns Christians that they will be blessed based on how they give. If they give stingily or bountifully, this will be reflected in how they receive from God (2 Corinthians 9:6-15). But God does not limit the giving of Christians to a ten percent tithe, although some congregations use this format as a “recommended minimum” for Christians in their giving. BMBC encourages its members to freely give of their tithes and offerings. BMBC is a tithing church!

Prayerful Commitment

“Lord, help me to grasp that all the money I think I have is really Yours. Help me to grasp that all the money our church has is not the church’s but Yours. Give us healthy giving hearts to use these funds according to your purpose.”
CONCLUSION

Summary and Implications

The Broadview Missionary Baptist Church (BMBC) Strategic Plan 2020 was developed to serve as a five year planning cycle designed to stimulate growth, retention, collaboration, leadership development, and active engagement of the church membership toward the accomplishment of the following five goal areas: 1) Missions, Outreach, and Evangelism, 2) Attendance and Membership, 3) Baptisms, 4) Curriculum, Instruction, and Technology, and 5) Tithes and Offerings. Over the next five years (2015-2020) emphasis will be placed on accomplishing the goals collaboratively and providing leadership development and service opportunities for our children, youth, and adults ages 40 and under. Members 41 years of age and older will be solicited to provide cross-generational learning experiences, serve as mentors, and assist in the development of our youth and young adults for Christian leadership and service.

The BMBC Strategic Plan 2020 represents a shared vision that incorporates goals and strategies developed with membership input. A SWOT Analysis was conducted for the board, staff, general membership and youth to identify the strengths, weaknesses, opportunities and threats of BMBC, help determine our present position, and assist in charting our course for the future. The BMBC Profile Inventory 2015 (online survey), developed by the Hartford Institute for Religion Research in Connecticut, was administered to provide an opportunity for church members (ages 15 and over) to reflect on the congregation’s present situation, share their vision, discuss hopes and concerns for the church’s future, and express their dreams, desires, and wishes.
for the next five years (2015-2020). A one-day team building Combined Board and Staff Meeting/Retreat – “Leading With Vision” was held at BMBC and provided hands-on active engagement of the church leadership to: 1) examine and discuss archived data collected for each goal covering a period of ten years (2004-2014); 2) review each goal, supporting scripture, rationale, and prayer commitment; and 3) develop performance objectives individually and by consensus for each goal.

The appendix of this report includes the Articles of Incorporation, Organizational Chart, SWOT Analysis results, Collection of Data and Research Findings of Archived Data 2004-2014, BMBC Profile Inventory Report (online survey), Consensus and Individual Performance Objectives, and Strategic Planning Committee Member Profiles. A bibliography of suggested readings is also provided for the church leadership and congregation.

The strategic planning process has been inclusive, participatory, and provided opportunities for church members to share their voice and provide input. The strategic planning process was designed to create a shared vision and ownership by the BMBC membership, as well as their expected commitment to change and progress for the church.

Recommendations for Future Implementation

The successful implementation of the BMBC Strategic Plan 2020 will require much prayer and a collective effort by the entire congregation toward the accomplishment of each goal. The strategic plan must be fully understood and embraced by the entire church membership. The successful implementation of the plan hinges on strong pastoral or leader support, administrative leadership, team-building, and ongoing dialogue between staff, lay leaders, and members. It is important that we have unified leadership (administrative and lay leaders), a workable plan, adequate human and financial resources, and the opportunity to build leadership capacity.
Workshops, professional development, and personalized training must be provided to assist the church leadership and lay leaders in developing a performance appraisal system and action plans aligned to the goals and objectives of the strategic plan. Careful attention must be given to synthesizing existing programs, practices, and ministries into the Strategic Plan 2020 framework.

Implementation of a strategic plan is an administrative function and a cyclical process. The process requires the administrator to provide ongoing monitoring, assessment, feedback, performance appraisal, and monthly/quarterly reports to the board, administration, staff, and congregation. Annual reports are to be developed each year to document progress in each goal area and make recommendations for goal adjustments. Goals and objectives are to be revisited each year and adjustments made based on actual performance with the expectation of continuous improvement in each goal area. Successful implementation of the strategic plan rests heavily on how effectively the leadership responds to the uncertainties and challenges that may arise during the implementation process.

We pray that God will lead and guide BMBC through the implementation phase of the strategic planning process. Our hope is that the implementation of the strategic plan will be in accordance with God’s will for BMBC and help our congregation accomplish the established goals for the church. We believe that successful implementation will allow Broadview Missionary Baptist Church and its members to bear much fruit for the cause of Jesus Christ. Prayerfully Submitted!

Yours in Christ,

*The BMBC Strategic Planning Committee*
APPENDIX A

BROADVIEW MISSIONARY BAPTIST CHURCH

ORGANIZATIONAL CHART

DATE DEVELOPED – NOVEMBER 2015
Broadview Missionary Baptist Church
Organizational Chart

[For Illustrative Purposes]

Organizational Chart based on BMBC’s Constitution & Bylaws [Amended April 26, 2013]
APPENDIX B

BROADVIEW MISSIONARY BAPTIST CHURCH

SWOT ANALYSIS 2015

ADMINISTERED

BOARD AND STAFF MEETING - JUNE 2015

ADULT DIVISION OF SUNDAY SCHOOL - JUNE 2015

YOUTH FREEDOM FRIDAY - JUNE 2015
BROADVIEW MISSIONARY BAPTIST CHURCH
SWOT ANALYSIS 2015 EXECUTIVE SUMMARY

STRENGTHS
(Positives)

- Commitment to Missions
- Bible Study Classes (Sunday School)
- Good Teachers
- Bible Based Church
- On Time/Good Service Length
- Make People feel welcome
- Fellowship at the church
- Pastor
- Fiscal Responsibility
- Structure

WEAKNESSES
(Negatives)

- Perceived as Snobby Church
- Too Traditional
- Young People/New Ideas Shunned
- Retaining Members
- Lack of LOCAL COMMUNITY Outreach
- Huge Age Gap 25-50
- Not Enough Life Application Preaching & Teaching
- Aging Leadership
- Women in Marginalized Roles
- Audio System
- Not Leveraging Technology

Overall the membership is confident that BMBC is a bible believing, bible teaching, church with a missionary focus.

For no one can lay any foundation other than the one already laid, which is Jesus Christ. 1 Corinthians 3:11

The major weaknesses of the church are centered around Age Gap of Members and Retaining New Members

Let no man despise your youth, but be an example to believers in word and in behavior, in love, in faith and in purity. 1 Timothy 4:12
BROADVIEW MISSIONARY BAPTIST CHURCH
SWOT ANALYSIS 2015 EXECUTIVE SUMMARY

OPPORTUNITIES
(Positives)

- Recruit More Young Adults
- Have a Younger Choir
- Start Using Social Media/Better Technology
- Engage LOCAL Community
- Expand Youth Focus/Youth Church
- Allow More Women Speakers/Leaders/Ministry
- More Fellowship Outings
- Create Retention Program for New Members

There is a perception that BMBC is "old" and "patriarchal" opportunities suggested by members indicate a desire for more diversity; gender, age, & culture.

There is neither Jew nor Greek, there is neither slave nor free, there is no male and female, for you are all one in Christ Jesus. Galatians 3:28

THREATS
(Negatives)

- New "LAWS" - Church Not protected/Lawsuits
- No New Young Adults
- Too Rigid/Inflexible to Change
- Declining Membership
- Security/Gun Violence
- Loss of Revenue due to Lack of Member Growth
- Aging Leadership/Membership
- Superficial Love for Members/Elitist Attitude
- Youth Apathetic/Succumbing to Worldly Influence

Recent events in the news regarding churches, violence, and gay marriage have not gone unnoticed; is BMBC prepared?

For we wrestle not against flesh and blood, but against principalities, against powers, against the rulers of the darkness of this world, against spiritual wickedness in high places. Ephesians 6:12
**Actions for Consideration**

Broadview Missionary Baptist Church Strategic Planning Committee

What follows is a “think piece” designed to provide ideas for guiding the work of the 5 Year Strategic Plan based on the SWOT Analysis Results.

### Membership Growth & Retention

**Task Force**

Assemble an ad hoc committee specifically tasked to develop a plan to grow the membership along with retention strategies for keeping members engaged and connected.

**Metrics**

- Examine current intake practices
- What data is being captured?
- Conduct exit interviews with former members
- Consider workplace outreach strategy

### Technology & Social Media Management

**Task Force**

Assemble an ad hoc committee specifically tasked with auditing current uses of technology, examining current modes of church social media use, and make recommendations for technological upgrades and appropriate uses of social media.

**Action Steps**

- Educate leadership about social media practices and how to use
- Create social media accounts for BMBC and have a designated manager
- Examine live streaming options for web viewing

### Youth Leadership Development

**Youth Movement**

Develop curricula for aspiring youth leaders including: integrity based leadership, influencing others, authenticity, budgeting, running meetings, opportunities to serve.

**Action Steps**

- Engage youth in focus groups regarding areas of desired leadership
- Develop Peer Mentors for increased accountability
BMBC is a forty-five year old church with a membership of 2000+ members. The leadership is interested in embarking upon a five year cycle of growth for the church in five specific areas: 1) Missions, Outreach, and Evangelism, 2) Attendance and Membership, 3) Baptisms, 4) Curriculum, Instruction, and Technology, and 5) Tithes and Offerings. Your participation in identifying the strengths, weaknesses, opportunities and threats of BMBC will assist in determining our present position and in charting our course for the future. The Strategic Planning Committee would like to thank you in advance for your assistance.

Internal and External Analysis

Internal and Present Now

**Strengths (Positives)** – What is good about BMBC?
- What are the strengths of BMBC?
- What does BMBC do well?
- What unique resources can BMBC draw upon?

**Weaknesses (Negatives)** – What could be better about BMBC?
- What can BMBC improve?
- Where does BMBC have fewer resources?
- What can BMBC improve given the current situation?

External with Impact in the Future

**Opportunities (Positives)** – What ideas do you have on BMBC?
- What trends or conditions can BMBC take advantage of?
- What opportunities are available to BMBC?
- How can you turn your strengths into opportunities?

**Threats (Negatives)** – What is stopping you?
- What trends or conditions may negatively impact BMBC?
- What threats do the weaknesses of BMBC expose to you?
<table>
<thead>
<tr>
<th>Your Comments</th>
<th>Your rating</th>
<th>Your reason for this rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Please print</td>
<td>Check one box</td>
<td>Please print</td>
</tr>
</tbody>
</table>

**Strengths (S)**

What is good about____________?

<table>
<thead>
<tr>
<th></th>
<th>Strong</th>
<th>2</th>
<th>3</th>
<th>Very strong</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td></td>
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<td>2.</td>
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<tr>
<td>3.</td>
<td></td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

**Weaknesses (W)**

What could be better about____________?

<table>
<thead>
<tr>
<th></th>
<th>Week</th>
<th>2</th>
<th>3</th>
<th>Very week</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td></td>
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<td></td>
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</tr>
<tr>
<td>2.</td>
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<tr>
<td>3.</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

**Opportunities (O)**

What ideas do you have on____________?

<table>
<thead>
<tr>
<th></th>
<th>Good idea</th>
<th>2</th>
<th>3</th>
<th>Very good</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>2.</td>
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</tr>
<tr>
<td>3.</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

**Threats (T)**

What is stopping you____________?

<table>
<thead>
<tr>
<th></th>
<th>Threat</th>
<th>2</th>
<th>3</th>
<th>Very strong threat</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
APPENDIX C

BROADVIEW MISSIONARY BAPTIST CHURCH
COLLECTION OF DATA AND RESEARCH FINDINGS
ARCHIVED DATA 2004-2014
DATE COMPLETED
SEPTEMBER 30, 2015
Missions, Outreach & Evangelism

- Jerusalem engagement is good but there seems to be an unbalanced approach to outreach and evangelism or limited opportunity
- Local volunteerism engagement is good
- Due to limited available data, it may be premature to base decisions upon the this data
Attendance, Membership, and Baptisms

Southern Baptist Convention (SBC) Data

- Data compiled by Lifeway Christian Resources (LCR) reported in 2014 the SBC added more churches.
- Conversely, LCR reported using data from the Annual Church Profile that in 2014 SBC cooperating churches membership declined by 200,000 members.
- The LCR report also stated that SBC churches recorded 5,067 fewer baptisms in 2014.

BMBC Annual Membership 2004 – 2014

<table>
<thead>
<tr>
<th>Year</th>
<th>BMBC Annual Membership</th>
</tr>
</thead>
<tbody>
<tr>
<td>2004</td>
<td>2051</td>
</tr>
<tr>
<td>2005</td>
<td>2243</td>
</tr>
<tr>
<td>2006</td>
<td>2352</td>
</tr>
<tr>
<td>2007</td>
<td>2357</td>
</tr>
<tr>
<td>2008</td>
<td>2353</td>
</tr>
<tr>
<td>2009</td>
<td>2392 (High)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year</th>
<th>BMBC Annual Membership</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>2390</td>
</tr>
<tr>
<td>2011</td>
<td>2331</td>
</tr>
<tr>
<td>2012</td>
<td>2270</td>
</tr>
<tr>
<td>2013</td>
<td>2110</td>
</tr>
<tr>
<td>2014</td>
<td>1973 (Low)</td>
</tr>
</tbody>
</table>

- Bringing them in is a strength
- 10 year average of 370 potential new members annually
- Previous 3 year average of 251 potential new members annually
- Membership is trending down 40% of new members leave the church within the first 90 days (or before the right hand of fellowship)
- Annual average of delinquent members is greater than the annual average of new members
- 10 year average annual growth is -13 annually (minus thirteen members)
- Previous 3 year average annual growth is -121 (minus one-hundred and twenty-one members) annually
Curriculum, Instruction, and Technology

- Data gathering opportunities
- members versus non-members totals (VBS)
- Individual class attendance (Tuesday, Thursday, and Sunday)
- VBS engagement consistent Year over Year (YoY)
- Bible study attendance is trending down
- 2007 Bible study was up for all sessions
- What was different? Is it repeatable? Is it sustainable?

2007

- Change in leadership
- Changed the time of worship services and Sunday school
- Catalog developed for classes (Tuesday and Thursday)
- VBS flyers hand delivered and year of big parade
- Missions leader appointed
Tithes and Offerings

- Giving back (Benevolence) is trending down and based upon Thom Rainer’s research, this is an indicator of an unhealthy church
- Church membership was increasing when we were increasingly giving back YoY to the community
- Church membership decreased when we give back less YoY to the community
- Modest increase Congregational giving
Summary of Findings

In the early 2000s, Broadview Missionary Baptist Church (BMBC) brought in more members than those members who left BMBC and hence, retention did not seem to be an issue due to the apparent growth of the church. However, in more recent years, there are more people leaving BMBC than joining and this has left the church with a negative annual growth rate. BMBC’s 3 year average annual growth rate is \(-121\) (minus one-hundred and twenty-one members) annually. The church's ability to attract new members seems to be strong, however if this rate of decline in membership continues, this local body of baptized believers may dissolve within 16 years. Immediate steps must be taken by the leadership and entire congregation of BMBC to develop retention and new member initiatives to reverse the rate of decline in church membership.

BMBC has demonstrated unhealthy behavior in the following areas:

- Year over Year giving back to the community in which the church exists is trending downward. Thom S. Rainer, the author of the book *Autopsy of A Deceased Church*, calls out this behavior as consistent with that of an unhealthy Church.

- There is an opportunity to establish a Data Retention Policy. The effort to gather data for the complete target period of 2004 thru 2014, in order to make informed, data driven decisions, was difficult and left holes in the data gathering results in the key areas of missions, outreach, and evangelism.

- Also, there are missed opportunities, due to incomplete data where we could have learned from things we did well (e.g. 2007 was a successful year for Bible Study but the specific contributing factors are unknown).
APPENDIX D

BROADVIEW MISSIONARY BAPTIST CHURCH

INVENTORY PROFILE SURVEY REPORT 2015

TOTAL RESPONSES
273 of 1662
16.42%
(TARGETED GROUP - BMBC MEMBERS AGES 15 AND OLDER)

DATE ONLINE SURVEY
OPENED - JUNE 1, 2015 AND CLOSED - AUGUST 17, 2015

ONLINE SURVEY RESULTS
COMPILED AUGUST 29, 2015

BY
HARTFORD INSTITUTE FOR RELIGION RESEARCH
HARTFORD, CONNECTICUT
The BMBC Strategic Planning Committee is asking all members to take part in an online survey.

Your opinion matters!

Click to Start Survey

This link available between Monday, June 22 and Friday, July 31
Q1: 1. How long have you been a member of this local church?

Answered: 262  Skipped: 11

### Answer Choices

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not a member</td>
<td>1.53%</td>
</tr>
<tr>
<td>One year or less</td>
<td>2.29%</td>
</tr>
<tr>
<td>2 - 4 years</td>
<td>4.20%</td>
</tr>
<tr>
<td>5 - 9 years</td>
<td>12.98%</td>
</tr>
<tr>
<td>10 - 19 years</td>
<td>21.37%</td>
</tr>
<tr>
<td>20 or more years</td>
<td>57.63%</td>
</tr>
</tbody>
</table>

**Total** 262
Q2: 2. How long does it usually take you to travel from home to church?

Answered: 267  Skipped: 6

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 minutes or less</td>
<td>10.11%</td>
</tr>
<tr>
<td>6 - 10 minutes</td>
<td>29.96%</td>
</tr>
<tr>
<td>11 - 15 minutes</td>
<td>19.85%</td>
</tr>
<tr>
<td>16 - 30 minutes</td>
<td>16.85%</td>
</tr>
<tr>
<td>31 - 44 minutes</td>
<td>14.98%</td>
</tr>
<tr>
<td>45 or more minutes</td>
<td>8.24%</td>
</tr>
<tr>
<td>Total</td>
<td></td>
</tr>
</tbody>
</table>
Q4: 4. In how many church organizations, committees, and groups do you hold membership (not counting congregational membership itself)?

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>15.24%</td>
</tr>
<tr>
<td>One</td>
<td>25.65%</td>
</tr>
<tr>
<td>Two</td>
<td>28.25%</td>
</tr>
<tr>
<td>Three</td>
<td>21.56%</td>
</tr>
<tr>
<td>Four or more</td>
<td>9.29%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
</tr>
</tbody>
</table>
Q5: 5. Has your involvement in the congregation increased, decreased, or remained about the same in the last few years?

Answered: 262  Skipped: 11

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increased</td>
<td>38.93%</td>
</tr>
<tr>
<td>Remained the same</td>
<td>46.95%</td>
</tr>
<tr>
<td>Decreased</td>
<td>14.12%</td>
</tr>
</tbody>
</table>

Total 262
Q6: If your participation has INCREASED, which of the following are reasons for that? (check all that apply):

Answered: 126  Skipped: 147

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>More time available</td>
<td>44.44%</td>
</tr>
<tr>
<td>Because of children</td>
<td>13.49%</td>
</tr>
<tr>
<td>Accepted office or other new responsibility in the church</td>
<td>25.40%</td>
</tr>
<tr>
<td>Better health</td>
<td>4.76%</td>
</tr>
<tr>
<td>Stronger faith</td>
<td>51.59%</td>
</tr>
<tr>
<td>More positive attitude toward the church</td>
<td>27.78%</td>
</tr>
</tbody>
</table>

Total Respondents: 126
Q7: If your participation has DECREASED, which of the following are reasons for that? (check all that apply):

Answered: 59    Skipped: 214

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less time available</td>
<td>35.59%</td>
</tr>
<tr>
<td>Because of children</td>
<td>15.25%</td>
</tr>
<tr>
<td>Given up office or other new responsibility in the church</td>
<td>16.95%</td>
</tr>
<tr>
<td>Health problems</td>
<td>33.90%</td>
</tr>
<tr>
<td>Decreased faith</td>
<td>10.17%</td>
</tr>
<tr>
<td>More negative attitude toward our church</td>
<td>23.73%</td>
</tr>
</tbody>
</table>

Total Respondents: 59
Q8: 6. Approximately how much does your family household contribute to our church per year? (If single or widowed, you as an individual?)

Answered: 257   Skipped: 16

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under $200</td>
<td>2.33%</td>
</tr>
<tr>
<td>$200 - 599</td>
<td>6.61%</td>
</tr>
<tr>
<td>$600 - 999</td>
<td>4.67%</td>
</tr>
<tr>
<td>$1,000 - 1,499</td>
<td>7.78%</td>
</tr>
<tr>
<td>$1,500 - 2,499</td>
<td>9.73%</td>
</tr>
<tr>
<td>$2,500 - 3,499</td>
<td>18.68%</td>
</tr>
<tr>
<td>$3,500 - 4,999</td>
<td>15.56%</td>
</tr>
<tr>
<td>$5,000 - 7,499</td>
<td>13.23%</td>
</tr>
<tr>
<td>Over $7,500</td>
<td>21.48%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>257</strong></td>
</tr>
</tbody>
</table>
Q9: 7. How many persons or families have you invited to visit or join the church in the past year?

Answered: 267  Skipped: 6

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>9.74%</td>
</tr>
<tr>
<td>One</td>
<td>15.36%</td>
</tr>
<tr>
<td>Two</td>
<td>20.97%</td>
</tr>
<tr>
<td>Three</td>
<td>12.36%</td>
</tr>
<tr>
<td>Four or more</td>
<td>41.57%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
</tr>
</tbody>
</table>
Q10: 8. How many of your closest friends attend this church?

Answered: 268  Skipped: 5

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>23.88%</td>
</tr>
<tr>
<td>One</td>
<td>13.81%</td>
</tr>
<tr>
<td>Two</td>
<td>20.15%</td>
</tr>
<tr>
<td>Three</td>
<td>10.07%</td>
</tr>
<tr>
<td>Four or more</td>
<td>32.09%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Needs More Emphasis</td>
</tr>
<tr>
<td>------------------------------</td>
<td>----------------------</td>
</tr>
<tr>
<td>1. Providing worship that expresses the Gospel in contemporary language and forms</td>
<td>18.47%</td>
</tr>
<tr>
<td>2. Providing Christian education for children and youth</td>
<td>13.33%</td>
</tr>
<tr>
<td>3. Providing Christian education programs for adults</td>
<td>7.54%</td>
</tr>
<tr>
<td>4. Sharing the good news of the Gospel with the unchurched</td>
<td>17.93%</td>
</tr>
<tr>
<td>5. Encouraging members to act on the relationship of the Christian faith to social, political, and economic issues</td>
<td>25.79%</td>
</tr>
<tr>
<td>6. Providing a caring ministry for the sick, shut-ins and the bereaved</td>
<td>13.83%</td>
</tr>
<tr>
<td>7. Providing counseling to help members deal with personal problems</td>
<td>25.90%</td>
</tr>
<tr>
<td>8. Providing fellowship opportunities for members</td>
<td>13.83%</td>
</tr>
<tr>
<td>9. Helping members understand their use of money, time and talents as expressions of Christian stewardship</td>
<td>17.46%</td>
</tr>
<tr>
<td>10. Supporting the global mission of the church/denomination</td>
<td>2.37%</td>
</tr>
<tr>
<td>11. Helping members discover their own gifts for ministry and service</td>
<td>40.56%</td>
</tr>
<tr>
<td>12. Participating in activities and programs with other local religious groups</td>
<td>36.14%</td>
</tr>
</tbody>
</table>
Q12: Overall, which ONE task does your congregation do best?

Answered: 232   Skipped: 41

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Providing worship that expresses the Gospel in contemporary language and forms</td>
<td>13.36% 31</td>
</tr>
<tr>
<td>2. Providing Christian education for children and youth</td>
<td>10.34% 24</td>
</tr>
<tr>
<td>3. Providing Christian education programs for adults</td>
<td>39.60% 71</td>
</tr>
<tr>
<td>4. Sharing the good news of the Gospel with the unchurched</td>
<td>13.36% 31</td>
</tr>
<tr>
<td>5. Encouraging members to act on the relationship of the Christian faith to social, political, and economic issues</td>
<td>2.59% 6</td>
</tr>
<tr>
<td>6. Providing a caring ministry for the sick, shut-ins and the bereaved</td>
<td>2.16% 5</td>
</tr>
<tr>
<td>7. Providing counseling to help members deal with personal problems</td>
<td>0.43% 1</td>
</tr>
<tr>
<td>8. Providing fellowship opportunities for members</td>
<td>5.60% 13</td>
</tr>
<tr>
<td>9. Helping members understand their use of money, time and talents as expressions of Christian stewardship</td>
<td>1.72% 4</td>
</tr>
<tr>
<td>10. Supporting the global mission of the church/denomination</td>
<td>17.24% 40</td>
</tr>
<tr>
<td>11. Helping members discover their own gifts for ministry and service</td>
<td>1.72% 4</td>
</tr>
<tr>
<td>12. Participating in activities and programs with other local religious groups</td>
<td>0.86% 2</td>
</tr>
</tbody>
</table>

Total 232
Q13: For the sake of your own personal involvement in your congregation, which ONE task would you most like to see strengthened?

Answered: 213  Skipped: 60

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Providing worship that expresses the Gospel in contemporary language and forms</td>
<td>12.68% 27</td>
</tr>
<tr>
<td>2. Providing Christian education for children and youth</td>
<td>6.10% 13</td>
</tr>
<tr>
<td>3. Providing Christian education programs for adults</td>
<td>3.76% 8</td>
</tr>
<tr>
<td>4. Sharing the good news of the Gospel with the unchurched</td>
<td>7.51% 16</td>
</tr>
<tr>
<td>5. Encouraging members to act on the relationship of the Christian faith to social, political, and economic issues</td>
<td>9.86% 21</td>
</tr>
<tr>
<td>6. Providing a caring ministry for the sick, shut-ins and the bereaved</td>
<td>4.69% 10</td>
</tr>
<tr>
<td>7. Providing counseling to help members deal with personal problems</td>
<td>11.74% 25</td>
</tr>
<tr>
<td>8. Providing fellowship opportunities for members</td>
<td>4.23% 9</td>
</tr>
<tr>
<td>9. Helping members understand their use of money, time and talents as expressions of Christian stewardship</td>
<td>5.16% 11</td>
</tr>
<tr>
<td>10. Supporting the global mission of the church/denomination</td>
<td>2.82% 6</td>
</tr>
<tr>
<td>11. Helping members discover their own gifts for ministry and service</td>
<td>21.13% 45</td>
</tr>
<tr>
<td>12. Participating in activities and programs with other local religious groups</td>
<td>10.33% 22</td>
</tr>
<tr>
<td>Total</td>
<td>213</td>
</tr>
<tr>
<td></td>
<td>Strongly Agree</td>
</tr>
<tr>
<td>---</td>
<td>----------------</td>
</tr>
<tr>
<td>1. Members are well informed about what the various committees and groups in the church are doing.</td>
<td>18.78%</td>
</tr>
<tr>
<td>2. The activities taking place in the congregation are well publicized to the surrounding community</td>
<td>6.94%</td>
</tr>
<tr>
<td>3. Study of the needs of the congregation and the community is regularly undertaken as the basis for church planning</td>
<td>7.76%</td>
</tr>
<tr>
<td>4. Members and groups get a lot of support and encouragement for trying something new in the congregation</td>
<td>6.10%</td>
</tr>
<tr>
<td>5. Members are encouraged to discover their particular gifts for ministry and service</td>
<td>13.82%</td>
</tr>
<tr>
<td>6. Lay leaders are provided the training they need for their committee and task assignments</td>
<td>10.66%</td>
</tr>
<tr>
<td>7. Every member who is capable and interested has an equal opportunity to hold key leadership positions</td>
<td>8.26%</td>
</tr>
<tr>
<td>8. The theological and biblical implications of important decisions are regularly discussed</td>
<td>16.23%</td>
</tr>
<tr>
<td>9. Important decisions about the life of the church are rarely made without open discussion by church leaders and members</td>
<td>12.65%</td>
</tr>
<tr>
<td>10. Disagreements and conflicts are dealt with openly rather than hushed up or hidden behind closed doors</td>
<td>5.35%</td>
</tr>
<tr>
<td>11. It is easy to summarize for visitors and non-members how our congregation differs from other congregations in the area</td>
<td>8.61%</td>
</tr>
<tr>
<td>12. Members help each other out in times of trouble</td>
<td>19.01%</td>
</tr>
<tr>
<td>13. Cooperative programs with churches of other denominations are highly valued in our church</td>
<td>5.79%</td>
</tr>
<tr>
<td>14. The current morale of our church membership is high</td>
<td>9.43%</td>
</tr>
<tr>
<td>15. There is a sense of excitement among members about our church’s future</td>
<td>11.11%</td>
</tr>
</tbody>
</table>
Q15: All congregations have an identity, or a sense of who they are, that all members share in and yet any individual member stands somewhat apart from. Please rate your agreement or disagreement with the following statements from your perspective as an individual looking at your congregation’s overall identity and vision.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Our church’s identity, as it is, is one with which I feel comfortable.</td>
<td>31.22%</td>
<td>57.38%</td>
<td>10.13%</td>
<td>1.27%</td>
<td>237</td>
</tr>
<tr>
<td>2. It is easy for me to tell my friends what is unique about our church.</td>
<td>28.76%</td>
<td>59.66%</td>
<td>11.16%</td>
<td>0.43%</td>
<td>233</td>
</tr>
<tr>
<td>3. I have a clear understanding of the doctrines and beliefs of our church.</td>
<td>44.77%</td>
<td>52.72%</td>
<td>2.51%</td>
<td>0.00%</td>
<td>239</td>
</tr>
<tr>
<td>4. An effective effort was made to instruct me in our church’s mission.</td>
<td>36.71%</td>
<td>57.38%</td>
<td>5.06%</td>
<td>0.84%</td>
<td>237</td>
</tr>
<tr>
<td>5. I have a strong sense of belonging to this congregation.</td>
<td>37.87%</td>
<td>53.62%</td>
<td>6.38%</td>
<td>2.13%</td>
<td>235</td>
</tr>
<tr>
<td>6. Being at this church has made a difference in my spiritual life.</td>
<td>51.05%</td>
<td>47.26%</td>
<td>1.27%</td>
<td>0.42%</td>
<td>237</td>
</tr>
</tbody>
</table>
Q16: Please identify to what extent you are satisfied with the following aspects of your church:

Answered: 239  Skipped: 34

<table>
<thead>
<tr>
<th></th>
<th>Very Satisfied</th>
<th>Satisfied</th>
<th>Dissatisfied</th>
<th>Very Dissatisfied</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. The music (choir, anthems, and instrumentals) during Sunday worship</td>
<td>40.08%</td>
<td>46.41%</td>
<td>9.70%</td>
<td>3.80%</td>
<td>237</td>
</tr>
<tr>
<td></td>
<td>95</td>
<td>110</td>
<td>23</td>
<td>9</td>
<td></td>
</tr>
<tr>
<td>2. The congregation's Sunday worship, other than the music</td>
<td>36.48%</td>
<td>55.36%</td>
<td>7.73%</td>
<td>0.43%</td>
<td>233</td>
</tr>
<tr>
<td></td>
<td>85</td>
<td>129</td>
<td>18</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>3. The way your spiritual needs are being met in the worship service</td>
<td>34.20%</td>
<td>50.22%</td>
<td>13.85%</td>
<td>1.73%</td>
<td>231</td>
</tr>
<tr>
<td></td>
<td>79</td>
<td>116</td>
<td>32</td>
<td>4</td>
<td></td>
</tr>
</tbody>
</table>
Q17: If you could choose any time on Sunday morning, what time would you prefer for worship to start?

Answered: 242  Skipped: 31

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Before 8:00 am</td>
<td>2.89%</td>
</tr>
<tr>
<td></td>
<td>7</td>
</tr>
<tr>
<td>8:00 am</td>
<td>5.37%</td>
</tr>
<tr>
<td></td>
<td>13</td>
</tr>
<tr>
<td>8:30 am</td>
<td>1.65%</td>
</tr>
<tr>
<td></td>
<td>4</td>
</tr>
<tr>
<td>9:00 am</td>
<td>3.31%</td>
</tr>
<tr>
<td></td>
<td>8</td>
</tr>
<tr>
<td>9:30 am</td>
<td>4.13%</td>
</tr>
<tr>
<td></td>
<td>10</td>
</tr>
<tr>
<td>10:00 am</td>
<td>70.66%</td>
</tr>
<tr>
<td></td>
<td>171</td>
</tr>
<tr>
<td>10:30 am</td>
<td>5.79%</td>
</tr>
<tr>
<td></td>
<td>14</td>
</tr>
<tr>
<td>11:00 am</td>
<td>6.20%</td>
</tr>
<tr>
<td></td>
<td>15</td>
</tr>
<tr>
<td>11:30 am or later</td>
<td>0.00%</td>
</tr>
<tr>
<td></td>
<td>0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>242</strong></td>
</tr>
</tbody>
</table>
Q18: If you could choose any time on Sunday evening, what time would you prefer for worship to start?

Answered: 228  Skipped: 45

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>4:00 pm</td>
<td>11.40%</td>
</tr>
<tr>
<td>5:00 pm</td>
<td>12.72%</td>
</tr>
<tr>
<td>6:00 pm</td>
<td>25.88%</td>
</tr>
<tr>
<td>6:30 pm</td>
<td>47.81%</td>
</tr>
<tr>
<td>7:00 pm</td>
<td>2.19%</td>
</tr>
<tr>
<td>7:30 pm</td>
<td>0.00%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
</tr>
</tbody>
</table>
Q19: How satisfied are you with the following aspects of our Christian Education program:

<table>
<thead>
<tr>
<th>Aspect</th>
<th>Very Satisfied</th>
<th>Satisfied</th>
<th>Dissatisfied</th>
<th>Very Dissatisfied</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Children's program (0 - 5th grade)</td>
<td>33.17%</td>
<td>61.54%</td>
<td>5.29%</td>
<td>0.00%</td>
<td>208</td>
</tr>
<tr>
<td></td>
<td>69</td>
<td>128</td>
<td>11</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Youth program (6th - 12th grade)</td>
<td>28.08%</td>
<td>62.07%</td>
<td>8.87%</td>
<td>0.99%</td>
<td>203</td>
</tr>
<tr>
<td></td>
<td>57</td>
<td>126</td>
<td>18</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Adult program</td>
<td>30.91%</td>
<td>61.82%</td>
<td>6.36%</td>
<td>0.91%</td>
<td>220</td>
</tr>
<tr>
<td></td>
<td>68</td>
<td>136</td>
<td>14</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>The times and days our programs are held</td>
<td>27.15%</td>
<td>65.61%</td>
<td>6.79%</td>
<td>0.45%</td>
<td>221</td>
</tr>
<tr>
<td></td>
<td>60</td>
<td>145</td>
<td>15</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>The training provided our teachers</td>
<td>31.02%</td>
<td>61.57%</td>
<td>6.02%</td>
<td>1.39%</td>
<td>216</td>
</tr>
<tr>
<td></td>
<td>67</td>
<td>133</td>
<td>13</td>
<td>3</td>
<td></td>
</tr>
</tbody>
</table>
Q20: If you were going to attend adult programs, which three of the following are the BEST times for you?

Answered: 233   Skipped: 40

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Weekend retreat</td>
<td>41.63%</td>
</tr>
<tr>
<td>Saturday morning</td>
<td>35.19%</td>
</tr>
<tr>
<td>Weekday morning</td>
<td>15.02%</td>
</tr>
<tr>
<td>Weekday afternoon</td>
<td>21.46%</td>
</tr>
<tr>
<td>Weekday evening</td>
<td>62.66%</td>
</tr>
<tr>
<td>Sunday morning</td>
<td>50.64%</td>
</tr>
<tr>
<td>Sunday evening</td>
<td>21.46%</td>
</tr>
</tbody>
</table>

Total Respondents: 233
Q21: If you were going to attend adult programs, which three of the following are the WORST times for you?

Answered: 230  Skipped: 43

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Weekend retreat</td>
<td>23.04%</td>
</tr>
<tr>
<td>Saturday morning</td>
<td>43.48%</td>
</tr>
<tr>
<td>Weekday morning</td>
<td>68.70%</td>
</tr>
<tr>
<td>Weekday afternoon</td>
<td>50.00%</td>
</tr>
<tr>
<td>Weekday evening</td>
<td>23.48%</td>
</tr>
<tr>
<td>Sunday morning</td>
<td>13.04%</td>
</tr>
<tr>
<td>Sunday evening</td>
<td>39.57%</td>
</tr>
</tbody>
</table>

Total Respondents: 230
Q22: In thinking about what ORIGINALLY attracted you to this congregation, select from the list below those reasons that best match your reasons for coming. You may select more than one.

Answered: 237   Skipped: 36
Q23: In thinking about what KEEPS you as part of this congregation, select from the list below those reasons that best match your reasons for staying. You may select more than one.

Answered: 231   Skipped: 42

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Minister</td>
<td>56.28%</td>
</tr>
<tr>
<td>My friends are here</td>
<td>30.30%</td>
</tr>
<tr>
<td>The church's reputation</td>
<td>37.66%</td>
</tr>
<tr>
<td>Adult education program</td>
<td>60.17%</td>
</tr>
<tr>
<td>Child and youth program</td>
<td>25.97%</td>
</tr>
<tr>
<td>The music program</td>
<td>36.80%</td>
</tr>
<tr>
<td>The social outreach</td>
<td>20.35%</td>
</tr>
<tr>
<td>The worship style</td>
<td>64.07%</td>
</tr>
<tr>
<td>The self-help groups</td>
<td>9.52%</td>
</tr>
<tr>
<td>The denominational ties</td>
<td>23.81%</td>
</tr>
</tbody>
</table>

Total Respondents: 231
Q24: Please assess each of the following in terms of general condition and aesthetic appeal.

Answered: 237   Skipped: 36

<table>
<thead>
<tr>
<th></th>
<th>Excellent</th>
<th>Adequate</th>
<th>Needs attention, but not immediately</th>
<th>Needs immediate attention</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Worship space</td>
<td>86.50%</td>
<td>12.24%</td>
<td>1.27%</td>
<td>0.00%</td>
<td>237</td>
</tr>
<tr>
<td>Educational</td>
<td>60.76%</td>
<td>31.22%</td>
<td>6.75%</td>
<td>1.27%</td>
<td>237</td>
</tr>
<tr>
<td>Fellowship</td>
<td>73.31%</td>
<td>25.42%</td>
<td>1.27%</td>
<td>0.00%</td>
<td>236</td>
</tr>
<tr>
<td>Office space</td>
<td>52.97%</td>
<td>45.21%</td>
<td>1.83%</td>
<td>0.00%</td>
<td>219</td>
</tr>
<tr>
<td>Parking</td>
<td>61.60%</td>
<td>34.18%</td>
<td>3.38%</td>
<td>0.84%</td>
<td>237</td>
</tr>
<tr>
<td>Exterior and</td>
<td>76.69%</td>
<td>22.03%</td>
<td>1.27%</td>
<td>0.00%</td>
<td>236</td>
</tr>
<tr>
<td>grounds</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Q25: Which one of the following best expresses your view of the Bible?

Answered: 228    Skipped: 45

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Bible is an ancient book of history, legends and cultural stories recorded by man. It has little value today except as classic literature.</td>
<td>0.00% 0</td>
</tr>
<tr>
<td>The Bible is a valuable book because it was written by wise and good people. I do not believe it is really God's word but it can teach us many moral precepts.</td>
<td>1.32% 3</td>
</tr>
<tr>
<td>The Bible is the record of many different people's response to God and because of this, people and churches today must interpret the Bible's basic moral and religious teachings for themselves.</td>
<td>2.19% 5</td>
</tr>
<tr>
<td>The Bible is the inspired Word of God and its basic moral and religious teachings are clear and true, even if it reflects some human error.</td>
<td>32.46% 74</td>
</tr>
<tr>
<td>The Bible is the actual Word of God and is to be taken literally.</td>
<td>64.04% 146</td>
</tr>
<tr>
<td>Total</td>
<td>228</td>
</tr>
</tbody>
</table>
Q26: Please rate your agreement or disagreement with the following belief statements.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral or Unsure</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. There is no other way to salvation but through belief in Jesus Christ</td>
<td>96.15%</td>
<td>3.85%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>234</td>
</tr>
<tr>
<td>2. Human beings have developed over millions of years from less advanced forms of life</td>
<td>3.62%</td>
<td>6.79%</td>
<td>9.95%</td>
<td>14.48%</td>
<td>65.16%</td>
<td>221</td>
</tr>
<tr>
<td>3. Jesus' resurrection from the dead was an actual event</td>
<td>94.37%</td>
<td>4.33%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>1.30%</td>
<td>231</td>
</tr>
<tr>
<td>4. All religions are equally good ways of helping a person find ultimate truth</td>
<td>3.13%</td>
<td>2.68%</td>
<td>9.38%</td>
<td>22.77%</td>
<td>62.05%</td>
<td>224</td>
</tr>
<tr>
<td>5. The Bible has answers for all of the basic questions of life</td>
<td>86.15%</td>
<td>10.82%</td>
<td>1.73%</td>
<td>1.30%</td>
<td>0.00%</td>
<td>231</td>
</tr>
<tr>
<td>6. Social justice is at the heart of the Gospel</td>
<td>16.44%</td>
<td>19.63%</td>
<td>19.63%</td>
<td>21.00%</td>
<td>23.29%</td>
<td>219</td>
</tr>
<tr>
<td>7. It is often difficult to live out my faith in daily work, leisure and community life</td>
<td>4.93%</td>
<td>19.73%</td>
<td>7.17%</td>
<td>45.74%</td>
<td>22.42%</td>
<td>223</td>
</tr>
</tbody>
</table>
Q27: Please rate how often you engage in the following practices.

Answered: 233  Skipped: 40

<table>
<thead>
<tr>
<th>Q27</th>
<th>Daily</th>
<th>Few times a week</th>
<th>Once a week</th>
<th>Few times a month</th>
<th>Seldom or never</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. How often do you spend time in private devotional activity such as prayer, meditation, reading the Bible or other spiritual books?</td>
<td>62.34%</td>
<td>30.30%</td>
<td>3.46%</td>
<td>0.87%</td>
<td>3.03%</td>
<td>231</td>
</tr>
<tr>
<td>2. How often do you use the Web at home or at your office?</td>
<td>61.33%</td>
<td>22.67%</td>
<td>1.78%</td>
<td>3.11%</td>
<td>11.11%</td>
<td>225</td>
</tr>
<tr>
<td>3. How often do you use email?</td>
<td>60.09%</td>
<td>19.74%</td>
<td>3.95%</td>
<td>4.39%</td>
<td>11.84%</td>
<td>228</td>
</tr>
<tr>
<td>4. How often do you go on Facebook?</td>
<td>21.21%</td>
<td>15.58%</td>
<td>4.76%</td>
<td>9.52%</td>
<td>48.92%</td>
<td>231</td>
</tr>
<tr>
<td>5. How often do you look at religious Internet sites?</td>
<td>10.62%</td>
<td>19.03%</td>
<td>8.41%</td>
<td>22.12%</td>
<td>39.82%</td>
<td>226</td>
</tr>
<tr>
<td>6. How often do you volunteer your time in social service?</td>
<td>3.54%</td>
<td>11.95%</td>
<td>8.41%</td>
<td>38.94%</td>
<td>37.17%</td>
<td>226</td>
</tr>
</tbody>
</table>
Q28: Gender?
Answered: 229  Skipped: 44

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>25.33%</td>
</tr>
<tr>
<td>Female</td>
<td>74.67%</td>
</tr>
<tr>
<td>Total</td>
<td></td>
</tr>
</tbody>
</table>
Q29: Age?

Answered: 232  Skipped: 41

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 20</td>
<td>2.16%</td>
</tr>
<tr>
<td>20 - 24</td>
<td>0.86%</td>
</tr>
<tr>
<td>25 - 34</td>
<td>5.17%</td>
</tr>
<tr>
<td>35 - 44</td>
<td>10.78%</td>
</tr>
<tr>
<td>45 - 54</td>
<td>18.53%</td>
</tr>
<tr>
<td>55 - 64</td>
<td>32.76%</td>
</tr>
<tr>
<td>65 - 74</td>
<td>24.14%</td>
</tr>
<tr>
<td>75 or over</td>
<td>5.60%</td>
</tr>
</tbody>
</table>

Total 232
Q30: Racial/Ethnic Background?

Answered: 228  Skipped: 45

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>0.88%</td>
</tr>
<tr>
<td>Native American</td>
<td>0.44%</td>
</tr>
<tr>
<td>Black</td>
<td>97.37%</td>
</tr>
<tr>
<td>Pacific Islander</td>
<td>0.00%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>0.44%</td>
</tr>
<tr>
<td>Mixed</td>
<td>0.44%</td>
</tr>
<tr>
<td>Asian</td>
<td>0.44%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
</tr>
</tbody>
</table>
Q31: Marital Status?

Answered: 227  Skipped: 46

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single, never married</td>
<td>18.06%</td>
</tr>
<tr>
<td>Living in a committed relationship</td>
<td>0.44%</td>
</tr>
<tr>
<td>Married</td>
<td>56.39%</td>
</tr>
<tr>
<td>Widowed</td>
<td>7.49%</td>
</tr>
<tr>
<td>Separated or divorced</td>
<td>17.62%</td>
</tr>
<tr>
<td>Total</td>
<td></td>
</tr>
</tbody>
</table>
Q32 If you have children living at home, how many are in each age group?
[There is no information available on question 32 due to the low number of respondents who completed this item.]
Q33: Which best describes your current household?

Answered: 224  Skipped: 49

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>One person living alone</td>
<td>20.98%</td>
</tr>
<tr>
<td>A couple without children</td>
<td>29.02%</td>
</tr>
<tr>
<td>One adult with child/children</td>
<td>11.16%</td>
</tr>
<tr>
<td>Two or more adults with child/children</td>
<td>27.23%</td>
</tr>
<tr>
<td>Several adults living in the same household</td>
<td>11.61%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
</tr>
</tbody>
</table>
Q34: What is your highest level of formal education?

Answered: 228   Skipped: 45

![Bar chart showing the distribution of highest level of formal education]

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than high school graduate</td>
<td>1.75%</td>
</tr>
<tr>
<td>High school graduate</td>
<td>4.39%</td>
</tr>
<tr>
<td>Some college, trade or vocational school</td>
<td>33.33%</td>
</tr>
<tr>
<td>College degree</td>
<td>30.70%</td>
</tr>
<tr>
<td>Post graduate work or degree</td>
<td>29.82%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
</tr>
</tbody>
</table>
Q35: Are you?
Answered: 228  Skipped: 45

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retired</td>
<td>37.72%</td>
</tr>
<tr>
<td>Employed full time</td>
<td>43.42%</td>
</tr>
<tr>
<td>Employed part time</td>
<td>9.21%</td>
</tr>
<tr>
<td>Not currently employed</td>
<td>4.82%</td>
</tr>
<tr>
<td>Full time &quot;houseperson&quot;</td>
<td>1.32%</td>
</tr>
<tr>
<td>Student</td>
<td>3.51%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
</tr>
</tbody>
</table>
### Q36: What is your household income range?

Answered: 215  Skipped: 58

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under $25,000</td>
<td>13.95%</td>
</tr>
<tr>
<td>$25,000 - 49,999</td>
<td>22.79%</td>
</tr>
<tr>
<td>$50,000 - 74,999</td>
<td>21.40%</td>
</tr>
<tr>
<td>$75,000 - 99,999</td>
<td>17.67%</td>
</tr>
<tr>
<td>$100,000 - 149,999</td>
<td>18.14%</td>
</tr>
<tr>
<td>$150,000 or more</td>
<td>6.05%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
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</tbody>
</table>
Q37: How many years have you lived in the Chicagoland area?

Answered: 231   Skipped: 42

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>One year or less</td>
<td>0.00%</td>
</tr>
<tr>
<td>2 - 4 years</td>
<td>0.00%</td>
</tr>
<tr>
<td>5 - 9 years</td>
<td>0.87%</td>
</tr>
<tr>
<td>10 - 19 years</td>
<td>4.76%</td>
</tr>
<tr>
<td>20 or more years</td>
<td>94.37%</td>
</tr>
<tr>
<td>Total</td>
<td></td>
</tr>
</tbody>
</table>
Q38: How likely is it that you might move out of the Chicagoland area within the next few years?

Answered: 232  Skipped: 41

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Definitely will move</td>
<td>2.59%</td>
</tr>
<tr>
<td>Probably will move</td>
<td>4.31%</td>
</tr>
<tr>
<td>Might move (50/50)</td>
<td>24.57%</td>
</tr>
<tr>
<td>Probably will not move</td>
<td>26.29%</td>
</tr>
<tr>
<td>Very unlikely to move</td>
<td>42.24%</td>
</tr>
</tbody>
</table>

Total 232
Q39: In what denomination were you raised? If you were involved with more than one denomination when you were growing up, with which did you have the greatest identification?

Answered: 228    Skipped: 45

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baptist</td>
<td>83.33%</td>
</tr>
<tr>
<td>Disciples of Christ</td>
<td>0.00%</td>
</tr>
<tr>
<td>Episcopal</td>
<td>0.00%</td>
</tr>
<tr>
<td>Lutheran</td>
<td>0.88%</td>
</tr>
<tr>
<td>Methodist</td>
<td>3.51%</td>
</tr>
<tr>
<td>Presbyterian</td>
<td>0.44%</td>
</tr>
<tr>
<td>United Church of Christ</td>
<td>0.00%</td>
</tr>
<tr>
<td>Unitarian/Universalist</td>
<td>0.00%</td>
</tr>
<tr>
<td>Other Protestant</td>
<td>0.44%</td>
</tr>
<tr>
<td>Roman Catholic</td>
<td>5.70%</td>
</tr>
<tr>
<td>None</td>
<td>1.32%</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>4.39%</td>
</tr>
<tr>
<td>Total</td>
<td></td>
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</tbody>
</table>
BMBC CHURCH INVENTORY PROFILE

The Future Church

Now that you have spent this time reflecting on the congregation's present situation, think for a bit about your vision for the future of this church. Please take a few final minutes and discuss your hopes and concerns for the church’s future. What are your dreams, desires, and wishes for the church over the next five years? Your remarks are anonymous.

<table>
<thead>
<tr>
<th>Open-Ended Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Better Community Outreach in the surrounding area - Employment Agencies, After School Programs, and Mentoring Programs.</td>
</tr>
<tr>
<td>2. Continue to spread the unadulterated Word of God to all. Continue to teach the Word of God and how good God is. Teach the youth the truth and what is right.</td>
</tr>
<tr>
<td>3. Increase local mission programs to effectively reach the unsaved in the greater Chicagoland area. Increase opportunities for all members to participate in attaining strategic vision.</td>
</tr>
<tr>
<td>4. Continue to teach and preach the gospel!!</td>
</tr>
<tr>
<td>5. Take God’s message to the ends of the earth, bring in new members, build them up send them out to spread the gospel</td>
</tr>
<tr>
<td>6. I enjoy going to Broadview Baptist. I do believe that we should have more ministers that deal with today’s problems, and can relate to our youth.</td>
</tr>
<tr>
<td>7. My hopes and dreams for the church is that we will continue to witness to the lost and bring them into the knowledge that they need a Savior. I pray that we will come together as a congregation and realize it is not about us but it is about advancing the kingdom of our Lord and Savior Jesus Christ. We need to come together as a body of believers and go back to the roots of the church.</td>
</tr>
<tr>
<td>8. My wishes and desires for my church is to see the church fill to capacity in all the services, so we need to do things to keep the members we have and do more outreach to the lost.</td>
</tr>
<tr>
<td>9. I believe that we as a church should focus more on the age group of (18-30). Have more classes/Lesson, and even sermons that are for them. Have classes away from</td>
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<tr>
<td>the church outside at different places for adults and young adults. Even in the Planning team, how can we as church have a Strategic Planning committee for the church when there are none from the fore-mentioned age group on the committee to help with the future direction of the church? I also think we as a church need to be more involved in the community that are in (Financially, Emotionally, and Spiritually) instead of building and focusing abroad. We as a church have spent &quot;BIG&quot; money to maintain and be in the location of where we are, and that should be our main focus, then, Abroad. Spend less to traveling abroad and reallocate funds here in the general area of where we are.</td>
</tr>
<tr>
<td>10.</td>
</tr>
<tr>
<td>11.</td>
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<tr>
<td>12.</td>
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<tr>
<td>13.</td>
</tr>
<tr>
<td>14.</td>
</tr>
<tr>
<td>15.</td>
</tr>
<tr>
<td>16.</td>
</tr>
</tbody>
</table>
be embraced by the total leadership and that is missing.

17. I pray we will pay the church off. The family will come to prayer service. The family will come to Bible class. The music on Sunday morning needs to be changed. Need to understand the words of the song. The same song over and over. Invitation to discipleship the choir needs to sing a song of meditation.

18. To get better and get better all the time in God.

19. That the pastor would stop preaching angry sermons, and stop telling the people to leave if not satisfied, but rather say, come and let us reason together. Desire that the Mtg. be paid off, that classes for Sunday school be offered in the evening as well. Desire that Spanish classes be offered in the evening for a fee.

20. I would like to see more programs that are center around single adults in the church. We have family day activities which I often feel left out because I don't have any family members that attend this church and within the church, I don't feel like I'm part of the family. The church does an excellent job in Christian education but needs improvements in social activities.

21. My desire is that we reach and retain more youth to train, and educate them with sound doctrine so that they can be effective leaders, and continue the work of God with dignity and truth.

22. I feel that we need revival. I have only been a part of BBC for a few years, but I see that we have gotten so used to being in church, that we don't remember what it was like before we had Jesus. We don't remember what he has taken us out of, how great it really is to be saved. We seem distant, complacent, and unwilling to go and reach out. I would like to see us reach out to the new people who have joined and just get to know the people we don't around us. Then continue with the work that is being done. There are so many opportunities to get involved, why are so many of us unwilling? We need revival. To be re-energized, to see how blessed we are and to do something?  As a side note, I feel you are making people very uncomfortable when ask visitors to stand. Many people do not want to be, as our kids would say, "put out on blast", or rather exposed to everyone. Put on camera. I know that many people will not come back after having that done. Perhaps ask them if they feel comfortable, to stand, and if not, that's ok they are still welcome. Do think it is nice to ask new visitors to meet the pastor. That helps build connections face to face and gives them the opportunity to feel welcome and ask questions. Finally I feel we need classes on apologetics and worldview. Our kids go off to college and are not prepared to defend the faith in the marketplace of ideas. They don't know how to engage the theories and worldviews of non-believers. This is a huge concern. How can they make a defense without having an answer ready? Can our kids answer and debate the hot topics of the day, with power and grace? We need to give
them rock solid foundation not just emotional faith. Books like Total Truth, by Nancy Pearcy or works by Francis Shaeffer, C.S. Lewis, Ravi Zacharias, Norman L. Geisler just to name a few as a class or series of book studies would engage and challenge us in the congregation of BBC. Thank you for the opportunity to share my thoughts.

23. I pray the church is led toward during more work in the surrounding communities of Broadview, Maywood, Bellwood, Hillside and others in order to meet the spiritual and social needs of these communities. We can do more to help our communities.

24. Secure, safe haven, responsive to the needs of the congregation and the community, available, teaching church as opposed to fire and brimstone preaching, all treated equal, women in the pulpit, women in positions of authority.

25. That the Word of God will continue to go forward.

26. I hope we find a way to get our members more excited about worship and outreach. Also, get more involved with providing counseling in terms of finance, bills and housing. And even a daycare center, where we can have more time to teach the younger kids about Jesus. We have a lot of talented people in our church and we need to tap into their strengths.

27. My hopes and desires for this church is that we will all be more committed to obeying God in our personal life. And that the lessons and teachings that we have learned through the study of God's word, prayer meetings, times of serving others and Gospel messages will develop in us people that will be disciplined in our personal choices and righteous in our dealings with others. My desire is that we glorify God whether in times of our own personal struggles or challenges. So that wherever we go or do within the church doors or not Christ will be glorified.

28. My wish is for the church to be paid off and that the church can do more local and mission work.

29. More attention and care for sick members.

30. That you reach out to the sick more.

31. I pray that BMBC will become a 5 fold ministry church.

32. I would like to see the Church reach out to the community more than going all over the place and to keep the members wanting to come to church than staying away from church.
| 33. | To pay off the mortgage. |
| 34. | I hope we reach out to congregate or worship with other churches. Serve the Lord's Supper at the A.M. service to those who want it. |
| 37. | I would really like to see Sunday School Start @ 8:30 instead of 8:15. It dismisses early enough where there is plenty of time in between dismissal and the start of 10:00 service. More people would probably be on time. |
| 38. | To make the church relationship and feelings of others more like when we were on 17th Ave. One thing to consider when it comes down to the kitchen/serving others, everyone should be treated the same not give people you like items of the kitchen and the others you tell "No". That is one thing I'm not happy with at this church when it comes to being friendly to others. Make more family oriented. |
| 39. | Focus more on the ways some members are treated. When we have sick members, favoritism should not be treated as number one (1) priority. Each member should be treated equally. |
| 40. | I'd like to see a children/youth worship service on Sundays. I think that children are too old for the nursery and miss out on Bible teachings so that they can understand it and how they should apply it to their daily lives. Also, I'd like to see a monthly prayer ministry that focuses on praying for the youth & concerns that affect their lives. |
| 41. | The music is old and outdated. Not enough outings for 6-12 years old. |
| 42. | Start at home with selecting a program that will assist the community first before going to different parts of the U.S. and the world. Also, we need to pray for the gay people & not judge them, only God judges. We need to stay with God's word. |
| 43. | I would like to see more mixed color families - more adopted children in our church. |
| 44. | Membership will return to its capacity. Treat all members same not just ones that help |
105

<table>
<thead>
<tr>
<th>45.</th>
<th>Pastor should be careful of what he says in the pulpit.</th>
</tr>
</thead>
<tbody>
<tr>
<td>46.</td>
<td>Concern Women entering Church with their arms and backs exposed like they are on the beach.</td>
</tr>
<tr>
<td>47.</td>
<td>My desire for the church is that Ephesians 4:11-12 be used freely in the body of Christ. I also desire to see the spiritual gifts (I Cor. 12:8-10) allowed to be in the church for the glory of God.</td>
</tr>
<tr>
<td>48.</td>
<td>I think we should (be?) less?</td>
</tr>
<tr>
<td>49.</td>
<td>I would like the church to be the Landmark for the community.</td>
</tr>
<tr>
<td>50.</td>
<td>More outreach/activities for adults between the ages of 25-40 as the church seems to be aging (it appears that this age group is leaving).</td>
</tr>
<tr>
<td>51.</td>
<td>It is my hope that this survey will open the eyes of the leaders of the church as to what areas need addressing, especially realizing this church cannot grow while adamantly being stuck in the past. The only constant in life is change, and while traditions are important to hold onto as a guide, ultimately moving forward and embracing contemporary aspects is a must for survival and reaching the masses.</td>
</tr>
<tr>
<td>52.</td>
<td>I would like to see our adult bible classes focus more on our daily actions/interactions/true life experiences and relate those to what the bible says ought to be done. I think we could pull more people in...topics of &quot;Fleshly Desires&quot;; &quot;Keeping up with the Jones/Kardashians etc.&quot; &quot;Wanting more but only getting what he/she thinks you deserve!&quot; etc....</td>
</tr>
<tr>
<td>53.</td>
<td>My dreams, desires, and hopes are that we will become a stronger, loving congregation with more willingness to be closer together.</td>
</tr>
<tr>
<td>54.</td>
<td>My dream is for the Church to praise the Lord and for the spirit of the Lord to come in and remove all yolks and bondage. My desire is to have a stronger, loving relationship with other believers.</td>
</tr>
<tr>
<td>55.</td>
<td>Changing to attract and retain youth for their spiritual growth needs and to keep the church alive and thriving, continuing the global mission.</td>
</tr>
<tr>
<td>56.</td>
<td>I would like to see Broadview develop more of a heart for the youth. Especially</td>
</tr>
</tbody>
</table>
considering it’s an aging church.

57. I like the Sunday school the old way. I missed some friends I had made and I lost touch with them. I do not like the age base Sunday school I also enjoyed the 8 am service. All the friends I had are now gone or I don’t see them. At the 8 service I felt like I had a church family.

58. I feel if we would worship with other churches in the neighborhood, that it would be a start for new ways to teach and learn together, in other words, a big church meeting.

59. To reach the 18 to 29 age demographic. Ministers will attend classes on public speaking.

60. My hope is that Broadview will continue to bring others to Christ through sound teaching.

61. I would like to see the Deaconess and Sr women have workshops twice per year advising younger woman on Godly character, how to persevere in their relationships, how to not allow ourselves to be used and abused by men but to respect ourselves, and how to encourage and respect our fellow sisters. I would also like to see a class or workshop on ‘Maintaining your Christian walk in the workplace, and I would be willing to teach it. I introduced having this panel discussion while teaching VBS to young adults years ago, and it was well-received. My name is Valerie Jefferies.

62. The church needs to be more transparent with issues going on in REAL life: sex, mental health, abuse; the things people want to stay quiet about.

63. My wish is that the church will practice 1 Corinthians 13 over the next 5 years and beyond.

64. Choir to sing more gospel songs. Midweek service to start at 7pm instead of eight. To show more love and respect to everyone.

65. Would like to see the Church continue to prosper as well as to provide specific education/counseling for members to prosper spiritually, personally and financially. More so than the continued outreach programs to other countries. I do understand the concept “to the ends of the earth” but don't know if places inside the US are that needy.

66. I pray and hope that the leadership is led by God and is full of the Holy Spirit. I pray that we as the congregation will die to self and will be obedient and follow the leadership of the church. I would like continued growth in missions and education. There is a large opportunity to have more involvement with the community outside the church (i.e. foster relationships with other churches, schools, other organizations) whose focus is sharing
<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>67.</strong> My desire for my church is that it returns to that spirit-filled church that I walked into when I joined, with the same commitment to follow Christ. Over the next five years I would like to see at least 60-70% of the congregation involved in some ministry.</td>
<td></td>
</tr>
<tr>
<td><strong>68.</strong> I would like to see more involvement with young families... that's how the church will grow.</td>
<td></td>
</tr>
<tr>
<td><strong>69.</strong> I would like to see this church be more involved in the community. Some people can't hear the Gospel message, because of unmet needs. Sometimes I think that they will hear us better if we do more to address needs, develop relationships and establish trusting relationships.</td>
<td></td>
</tr>
<tr>
<td><strong>70.</strong> That the church continues to grow and keep its focus on serving God and not man. That we pray for his guidance to please him. Then he will bless the church and continue to meet our needs. Take self out. We need to do more missions in the area for church growth. Meet the spiritual needs of the community.</td>
<td></td>
</tr>
<tr>
<td><strong>71.</strong> A search and understanding by the senior leadership of the scriptures pertaining to women in ministry and their role and ability to bring forth the gospel. In addition, a search and understanding by senior leadership of the scriptures regarding clothing, specifically pertaining to women wearing pants in the church. Once an understanding of the scriptures are revealed, senior leadership will communicate this revelation to the church body.</td>
<td></td>
</tr>
<tr>
<td><strong>72.</strong> My concerns for the church's future is that some traditions we current have will be reviewed, evaluated, or altered to insure they will not hold us back. First, look at Sunday evening services, due to poor attendance we should consider being flexible by having special services (ex. Communion, Church's Anniversary, and Concerts...) during the evening services. The next consideration is to have communion served during morning services, a great majority of the Christian family would receive communion. I envision us being more progressive in our ministry to reach out within the community by sponsoring events similar to the McDonald's Gospel Concert.</td>
<td></td>
</tr>
<tr>
<td><strong>73.</strong> No comments</td>
<td></td>
</tr>
<tr>
<td><strong>74.</strong> I would like to see BMBC church plants in Georgia, California and Florida. I would also like to see more young adults in leadership roles. We should encourage our youth to get more involved before they get lost. Maybe the youth can learn to permanently hold a church service (not just the last Sunday of each month).</td>
<td></td>
</tr>
</tbody>
</table>
75. My concern for Broadview Baptist is that somehow the structure of service is time driven instead of spirit led. It feels like segments of the morning service (including prayer) are scripted to stay on track or within a certain time frame. I understand the church is being mindful and respectful of everyone's time, but I believe in my soul and spirit that if leaders of the church or those who lead the service were allowed to genuinely "LET GO AND LET GOD" lead them in administering music, prayer, and the message the congregations would want and desire more of God and the message that speaks to their spirit and not be concerned about "what time it is?". "Would they hurry up!" "I'm leaving 10 minutes early so I can get my car and beat the church rush out of here" "come back tonight! I'm tired, I have to cook, and I just can't!" Broadview Baptist is home for me and I'll never stop coming, but I feel when I do come I'm coming just because this is what I'm supposed to do as opposed to desiring to be there in anticipation for what God has in store for me. There's so much God is doing in and for this church and I desire to see Broadview Baptist continue to be a well respected and valued church in the community that "BRING THEM IN, BUILD THEM UP, AND SEND THEM OUT TO SPREAD THE GOSPEL TO THE ENDS OF THE EARTH". I pray my comments above are taken in the right spirit and received with a listening and concerned ear and heart. Sincerely, "A once dedicated member who is yearning to get back but struggling"

76. more day time classes

77. I love my church home. I wish we could work toward getting to know one another better. It is especially important for new members. It appears that many new members join and leave possibly because they feel overwhelmed. I think at one time or another we assigned a person or couple to a new member. Are we still operating on that basis?

78. Points of Concerns: No need for evening service  Improve music/music ministry (need more variety)  More involvement from church members in decision making  Get youth more involved, not enough provided to hold their interest  Need to see more mission work in our own communities rather than overseas  More encouragement from the gospel messages on Sunday.

79. In order for our church to continue to be effective in winning souls for Christ, I would like to see BMBC focus less on traditional tasks and methods but look closer at the needs of our congregation and their families. Understand the needs of our communities and today's challenges that so many people are coping with today. We must find more ways to involve our youth and to assure them that their voice matters. If we don't we will surely lose them to the world or other churches. That would be unfortunate since Broadview gives our young people a strong Christian foundation. We have a strong gospel message here at Broadview, but I think we do the Lord a little disservice when we play up being hell bound so much more than God's love and mercy for His people. A gospel message of encouragement goes a long way in these trying times. In my opinion
evening services are really not working, making people feel guilty about not attending evening service is really not a good thing. Many families have long work weeks and multiple jobs trying to make ends meet. They may desire to come back for evening service but just have trouble fitting it in. For communion many of our members are going to other churches particularly in the winter months. Evening services may work better for communion service, family day, the church anniversary, concerts or other special events. I would like to see Broadview Missions ministry focus more locally, with so many negative things going on in our neighboring communities. It would be great to implement a movement to attract younger ministers to the church roster which I think would speak more to the young people at our church. My final comment is regarding VBS, it's good but one week might get greater attendance by the second week attendance goes down considerably. Thank you so much for this opportunity to take this survey and share my thoughts. I pray that we can come together and seek God's plan for His church.

80. That we become zealous about spreading the word of God to the unsaved.

81. My hopes are that the church members will grow stronger in God and start to do God’s work in the church. That the children will be more involved in the church, singing more, and more holiday plays and programs. That older members will be more supportive of new members trying and wanting to do more in the church.

82. It is my hope that the church becomes an example of and a beacon of light and hope in this community. My wish is that we get involved in the community so as to reach surrounding community for Christ. I pray that the congregation will catch the vision of reaching the lost for Christ which is the only true business of the Church.

83. I pray that the church is better able to listen, understand and respond to the needs of our youth and young adults. I envision BMBC as a safe haven where the younger generation feel they are loved, embraced and their feelings and opinions matter. Their style of worship and learning is incorporated. Be willing to frequently change to keep activities from becoming boring and/or overwhelming.

84. I like the direction of church with more focus in building and preparing youth and promoting activities that will keep our youth close and looking to the church for both their spiritual and social activity. Focusing in that direction revitalizes us all and provides a natural pace for the mature leadership to stay ahead, have a fresh perspective and applying the Word to the needs of the day.

85. I joined Broadview after attending a church for over thirty years. I felt God led me there because of the excellent Christian education program, a desire to engage in evangelism and mission programs. I am proud of my new church home and the sincerity of Pastor Parker's sermons on Sunday mornings. Although I work in a ministry, I don't always feel
accepted and the warmth from fellow members as we worship together and work together to spread the Gospel message. I feel brothers and sisters in Christ should have a genuine love for each other especially in God's house. Because I am secure in the work that God has for me in ministry, it was easy for me to get involved because I understand my gifts come from the Lord.

86. I have been a member of Broadview my whole life. However, currently my faith and my family are what keeps me coming. It is no secret that Broadview is an aging church. I personally feel that there needs to be more outreach and acceptance to the 20-35 year olds in the church and the area. The people that fall into this age bracket are the future leaders and members of the church, so from a church planning mindset I see that it is very important to engage this group, not just because I fall into the age bracket. I beg my friends to come to Broadview and the few that come often say that they will not return due to the judgmental unwelcoming environment of THIS Church. And they are so busy processing that unwelcoming feeling that they cannot receive the message that is coming from pulpit. I cannot say that I don't blame them because I feel the same way. I feel if the church came from a more genuine unconditional place of love and acceptance especially to people who fall into this age bracket the Church membership would grow. The church and its older members should not be so focused on people's attire and more on how they can help people. Additionally, it is a great mission "to go to the end of the earth with the gospel" I think the missions abroad are an excellent thing. However, what about the local areas, there are quite a few lost souls in the Maywood, Bellwood, Broadview, Austin Neighborhood, Lawndale Neighborhood, and Englewood Neighborhood. I think that just as much attention should be taken with local missions and outreach as foreign outreach. Broadview is still a good church despite my comments above. It has great bones just something could be done better, in my opinion.

87. What drew me to this church was because it was always on-time. There are times when we could be on time but the choir keeps repeating the same thing over and over again. It would be nice if the words they sang were on the monitor so we could participate in the praises to God.

88. The church is moving in the right directions, all the concerns I might have is in operation.

89. A big movement. Good news for Christ Jesus.

90. Shine brighter for Christ!
91. I welcome the closeness of our Broadview Family. I see the church growing in numbers. I would like to see a special group of people visit the sick and shut-in. Not just one or two but a group of Christian people designated to visit the members of Broadview that are in the hospital.

92. One of my hopes is that we become truly friendly with one-another - not only with people we know. Able to meet people's where they are such as providing help/assistance on their spirituality growth. Some people need training/growth on the basic!

93. I Love the church teaching programs. I would to fellowship with other churches in the community more. It is difficult to attend evening service in the winter time. Would like to have communion with morning service.

94. My desire is that Broadview Baptist Church continues to excel in its Christian Education, friendliness, caring, sharing, & promoting the gospel.

95. My prayer for Broadview is that we concentrate on helping our community first! Traveling to different parts of the United States and other countries when we have Non-believers down the street and have not come up with a plan to take care of home first is not realistic. Also, we focus too much on one or two sins instead of focusing on all of them.

96. I believe that if we would pay the church debt off first, before we start trying to help others churches we could help other churches more effectively. For me I wish the pastor would stop complaining in his sermon. I really believe that's why our members are leaving the church I believe in him but I think he does too much complaining. That's just one opinion, mine, I love my pastor and my church.

97. I was attracted to this church for its promptness in starting everything on time. I also like the fact that bulletins are provided with relevant information to follow along in the service and to know what activities are taking place. I love Broadview's choir, but I dislike the fact that it goes on and on and on singing the same words over and over again. Just when the preacher gets up to start preaching, here comes the choir again, causing the preacher to start late, ending up with the service going over time. I also don't like it when the preacher is giving the invitation and the choir starts singing. For me, it's a distraction and it's hard to hear what the preacher is saying. I suspect it's just “tradition” at Broadview. Regarding the preached word, I'd like to hear more messages of encouragement. We're living in a messed up world and it's heartening to know that God is in the midst of everything. It was He who created man and gave him dominion over
everything. Man has abused that power, hence the mess we're in, so encouraging words from the preacher lets his congregation know that God hasn't left us alone but is right there to see us through in our struggles. God did not promise us sunshine every day . . . we are going to get rain sometimes. So it is in life and we need to be encouraged to accept that. Thank you for the opportunity to comment.

98. I would like for the church to place focus on ways in which to provide teacher development training on a semi-annual basis. The church should also strive to appeal to the young adults in the church and nearby community. We need to focus on strategies that will develop and mature our young people spiritually so they can reach out to others. Foster a culture of 'liberty' that will allow for open dialogue. Develop small groups for bible study and fellowship.

99. The church be paid off, more members get involved in missions and go on mission trips, see the youth participate more in worship service, more people come to Christ!

100. More racial diversity. Less personal opinion from pulpit, more organized sermons AND KEY application points BASED on God's Word CLEARER LOVING communication from pulpit about homosexuality. Saying "we love you" in agitated, angry manner closes opportunity to develop one-on-one relationship in our congregation for those who are bound by that sin. Imitate Christ on 1st Sunday, provide time during worship service for conflict to be resolved BEFORE taking of communion LESS PRIDE from persons in leadership roles.

101. I would like to see our folk grow to a point where they would share Christ more, lead folk to Christ, then make disciples out of them so that they would make disciples. That all members would tithe so that we could pay off our debt.

102. Somehow, figure out a way to entice members, mainly men, to get more involved. Several ministries are losing support and need help. Greater fellowship from within. Some men are good at it, many are not. We must galvanize the men and go beyond just personal friends and comforts. We have a good male membership. The church is trying, but needs more. One solution, pastors, deacons and trustees reach out more. A cry for help during service.

103. I want Broadview to have more messages concerning the youth. I feel like if Pastor is trying to preach to the youth, then many of us would not leave the church wondering what Pastor was trying to say.

104. I think that the church is doing very well with programs.

105. Broadview has a lot of good things going on. However there is a lot of emphasis placed on training youth. Youth have parents who would also like to be engaged with ministries relevant to them. For example, I'm a middle aged divorced woman. There is
no ministry or Sunday School class or bible study that I'm familiar with that addresses the unique needs of a divorced person in midlife with aging parents and children to send to college. Also, in the classes I have attended, as well as classes I've sat in on with my children, there is way too much emphasis placed on sexual sin. Not every teen is interested in or participating in sexual activity. And for grownups, we have too much to be concerned about as parents and full time workers to come to church and always hear (it seems) about sexual purity. Reading the bible, this is a given/ I understand this is a part of spiritual and emotional health. But focusing so much on the way one dresses, whether or not someone has on pants, a short skirt, etc. is a turnoff for me. A good example of "come as you are and let the Lord do the rest" is John Hannah's church on the Southside. People come because they are free to attend wearing what they have without feeling ashamed or judged. It's not that I don't understand the importance of modesty; I just believe that when we make people feel uncomfortable and they are strangers or not accustomed to attending church, or don't have a lot of money to buy new clothes it can send them out of the door. Broadview does preach the gospel, though. That's a good thing. One last item. The Sunday after the Charleston attack, someone decided to show a white man talking about abortion and same sex marriage as the sermon. That was a very, very poor choice in my opinion. The problem of race is real in this country and I was looking to the church for comfort and guidance. I've been a member of mixed congregations with white pastors over the years. The reason why I returned to a black church is because I got tired of the insensitivity regarding issues affecting the black community and tired of explaining to people who had no desire to truly understand how they are part of the problem when they don't recognize that racism exists. Broadview's Wednesday and Sunday evening services are poorly attended, and that could have been us. Where was the message of comfort for me? Didn't seem as if anyone cared that me and others were wondering about Charleston, why not even a prayer was offered on their behalf? I work in environments where I am the only African-American, and the only woman. Church is a sanctuary for me. But the Sunday after Charleston I felt like I was at work among insensitive and cold men who wouldn't acknowledge that something had happened that might affect me. Pastor Parker is a compassionate and caring man. Sometimes I wonder if he feels the need to try to be all things to all people with the decisions he makes. I believe he loves the Lord and is the best man for the job. The children love him and he is a good example of someone who reaches out and shows love and concern. No church is perfect. I like Broadview and will remain there. It's good to begin honest conversations with a survey like this. Next steps might be to interview a few members of the leadership team and a sample group of members confidentially to get at the root of issues with the goal of addressing them and making real and lasting changes.
congregation, that is willing to support the leadership of the church, in ways that will inspire us all to be the vessels / ambassadors that God called us to be.

107. I have been with this fellowship since 1978 and seen it grow over the years. What I see missing now that the membership is so large is a genuine effort to reach out to connect with members. Something needs to be put in place to keep the relationships with every member, like an Inreach Department. We have enough leaders to head up something like this which I feel is critical.

108. I would like to emphasize developing a more multi-ethnic community. Small group meetings in the homes need to be established to create more vulnerability and personal relationships with one another within our church family.

109. 1) It is my sincere hope that our church will take ministry work more seriously in the future. It has been my experience that ministry leaders do not return phone calls (child abuse ministry & youth ministry). Period. And I do not understand that. How can one serve in a ministry, if its leader won't even return a call and reach out to get to know you, assess your skills, level of interest, etc. 2) I hope that our pastor's teachings each week begin to extend beyond salvation, righteous living in a wicked world, and witnessing. Yes. These are important topics. But so many people are struggling with so many other issues: grief, fear, anger, weak faith, guilt/shame, temptation, discouragement, loneliness, impatience, and on and on. Personally, I am very partial to sermon-series on particular topics, so that the topic gets a thorough flushing out. Or, perhaps sometimes it would be nice to hear a sermon-series on the life of a particularly exceptional figure in the Bible, so we can glean lessons from that person's life. I often feel like we just hear the same sermons recycled over and over...even by different ministers in the church: Get saved; live righteously; and then go witness. There is a LOT in between worth preaching about. 3) We have a large choir. Yes. But unfortunately, not everyone in it deserves to be. And more to the point, our choir sings the same songs over and over and over. Every blue moon the director reaches back for an oldie but goodie. But on the whole, his repertoire could really use some updating and expansion. There is SO MUCH good gospel music out there. Why not explore it? And while the regular musicians are very good, that orchestra they have played from time to time is the sorriest thing I've ever heard. Finally, I would just like to share that I have actually been giving SERIOUS consideration to leaving this church. I am bored beyond words. I love passionate, cogent preaching...the kind that forces you to reevaluate some things or that offers new perspective. I long for the kind of music ministry that either moves me to tears or makes me want to get up out of my seat. And I sincerely miss being involved and active in a ministry that makes a difference to others and holds significance to me. So, I truly THANK YOU for this
opportunity to convey my concerns, views, and disappointments. And as a result, I will likely give this church at least one more year to see if anything changes for the better. God bless. J. Harlow

110. I think the church needs to innovate and change the whole music staff. There should be more engaging and upbeat music to lift up the congregation. The choir is still singing songs from 25 years ago. There is a huge gap in the age range of 19 and thru maybe 30 year olds. There needs to be senior citizen choir. The Chapel choir should consist of 25-60 year olds. Get rid of the ensembles and work on the choirs. One person should not monopolize lead singing there should be diversity. Get a whole new set of anointed directors, do an audition. Several people in the audience have background and education in music.

111. My thought for the future of Broadview is: to pay off the mortgage by any means necessary so that the church itself can pay/send our members on mission trips whenever needed. Increase our membership both young and old. I would like to see a Minister in their 20's, who knows the Lord and can reach our young people (I think our youngest minister is in his 40’s??). I would like to see a better relationship between the teens/young adults and the older/seasoned adults. We need to start showing love and understanding at home/church in order to be able to spend it outside the church. We need to utilize the youth in more Sunday worship participation and not just on the fifth Sunday. Overall, continue to spread God’s word in order to win souls for Christ (that means spreading the word even if they go to some other church then Broadview because this is being done but it seems to be unnoticed).

112. We continue to STAND strong in our beliefs!!!! I love seeing the people who have left, but have come back home!! I love that Pastor Parker will personally let you know that you are doing wrong. I love that we are reaching the youth. I pray that what has already been done, will continue to be done. We are a blessed church

113. The church needs to focus on our 25 to 35 age group. Because we are losing them. When I talk to other parents at the church most of our young adults who grew up here has left. Some are attending other churches, some have completely stop going. The only positive thing is that because they have grown up together here, through social media they are still keeping up with each other. But I would like to see them back in Church, if not here somewhere.

114. I would like the church to continue to reach out to the surrounding communities and meet their spiritual and social needs.

115. BMBC has a great tradition and experience of training lay people for ministry and of
raising children and youths for growth under Christian influence. However, there can be some modifications of the structure of Educational Department. Now, children and youths are taught without distinction according to their sub specialized developmental needs. Children from age 1 to 5 are totally different from those from age 6 to 10 though they are regarded together as children. Junior high school students, high school students, college students, and young adults after college are totally different. So, each of these age groups should be taught separately under the different trained and qualified children pastors and youth pastors. This doesn't require a new great expense of church budget. Church can hire experienced seminary students as part-time workers for each group under the supervision of full-time education pastor. At the same time, the church can continuously share the adult worship with them occasionally, passing on the church’s values and heritages to the young generation.

116. I hope that we find a way to attract, engage, and retain more young adults 28-45. This is the biggest gap in our church and the youth need younger teachers to help them understand God's will through a modern delivery of the scripture.

117. I would like to see more programs to attract the children and youth.

118. That we will continue the mission to love God and all people, and that the mission will draw a more diverse group of individuals to worship and fellowship with our church. That we will retire the church debt. That there will be better coordination among ministries to ensure worship services are conducted on one accord (everyone knows his/her role). That we will find new ways to deliver Christian education [same message, different approach].

119. Become more interconnected with each other. More members tithe and prepare offering.

120. Continue to be involved in global missions but become more active in local missions.

121. My main desire is that the youth ministry thrives and grows outside of the walls of the building to touch those in the surrounding community.

122. 1. Focus on why membership is decreasing. Are we asking why the members are leaving? 2. New members should be led to a Sunday School class. Representatives from ministry should speak with new members and help them to select a ministry. The membership appears too large if you are not a part of a ministry. 3. Continue to focus on the youth, they are our future.
123. First I will say that I love my church family, and have been a member of BMBC for many years by choice. BMBC has the potential to be a great church for the community. We have the human resources, financial resources, and most importantly “The Source”, Jesus Christ to achieve great things in this community, to God be the glory. On a weekly basis we "hear" that our members are taught to love God and all people, yet on Sunday morning, when the largest number of people is present for the entire week, the spirit of that statement is not flowing from the top (pulpit). It would be great to see us partnering with other local churches in various efforts to reach the community. People are hurting in their lives personally, socially and spiritually. We have an opportunity to reach the unsaved, and encourage the saved. We must embrace people where they are first. Jesus called his disciples to become fishers of men. That's what we are to do, witness to the masses, beckon them to come, and let God clean them up. The cleanup is not our job. We have been indoctrinated into "church life". Sometimes it's necessary to pull out the welcome mat FOR REAL. One simple way would be to have a casual dress Sunday once a month. Relax from the suit and tie and big fancy hats in order to draw the rest of the crowd. Many of the practices we have now are religious traditions, and have little or nothing to do with ministering to the people. This is one reason we have become weak as a congregation. The power is not in our religious traditions, but in the Holy Spirit. It is through Christ we can do all things. My showing up for every prayer meeting and every Bible class, does not confirm my Christianity. The Holy Spirit confirms my place in the Lord. However, Christians do aspire to assemble with other believers. Our midweek prayer meetings I believe would be well attended if perhaps it were not setup where one or two people are passing around microphones for one prayer at a time spoken by usually the same people. We are praying to the Creator of the universe the LORD God. It's just my opinion, but I do not think we need to announce who is praying. Just pray. We could certainly be more inclusive and creative in how prayer meeting is conducted. Perhaps even encouraging members to have prayer meetings at their homes inviting other members of the body to come and pray. While we know there will always be challenges and human error, if we truly follow Jesus from the top (pulpit) and individually we would begin to see transformation of lives and there would be a decline in the issues of family, marriage, and any other issues that result from carnal living. Finally, without a doubt we have made great strides as a local congregation and have surpassed many of the obstacles that a lot of congregations face. However we have much to do, and the time is now.

124. Me personally, I love Broadview with all my heart it's just certain things that need to change. For example, we need more Praise Breaks. Sometimes the spirit can be really heavy and out of nowhere it just dies down because the Holy Ghost wasn’t fully expressed. New song selections when it comes to choirs, we need more Contemporary Gospel. Also different events like, watch parties for like Football or baseball games. That way the men can fellowship and get to know more about each other.
125. I would like to see the congregation loosen up a little. I think what turns people away is the stuffiness of some. The music department needs a lot of updating. A lot of the songs are really old. There should be a better mix of classic songs with modern songs.

126. To have more programs for young adults. I'm 25 and rather not be in classes with 18/19 year olds. Have an age range for classes for people 24-30, 31-45 and 45 and up.

127. I see a decline in attendance with Broadview. I think by Pastor Parker preaching the truth about certain topics such as same sex marriage/couples, fornication and other topics that are ruining the world, it probably has gotten some people disliking our beliefs. This is just my opinion. I'm concerned that some people will start to vote against having him as a pastor. I really enjoy him and he speaks openly about everything. People should understand that God is not a play toy and we have to get ourselves together. No one has respect for one another...i.e. the young black teenagers who are from these broken homes and those who are not from as such. I pray the attendance increase. This is a great church and I've been at peace every since I became a member. I need to be a part of something in the church. I'm just lost as to what I would like to do. Thank you!

128. For the church not to be so time conscious. Just let the Word of God flow. Sing more (updated songs), more prayers during Morning worship. Let the ministers have more time to preach the Word, Sunday School is kind of early (start around 9-9:30am) Morning Worship (10-11am) Evening Service start earlier (4-4:30pm) not 6:30pm NO MORE WATCHING THE CLOCK (TIME)

129. As a youth growing up in this church it is sad to see the church in a decline. Losing the youth, unwilling to change, people upset all over the church. A church that has come so far and grown so much to fall like this. There have been some strides but still more to be done. Starting with the services from experience I've seen this church really shift the atmosphere with concerts, singing and conferences. The thing is keeping us and growing us up in the ways we are to walk. We are the future of the church and we want to build upon what is already set in place and expand. The church is in debt, to get back in the black some things need to change. Some suggestions people have are limiting night services to only special events like Communion, Concerts, Easter, Christmas plays, Church Anniversaries and other events along that nature. Pastor pleads with people to come back but no one shows up which means less people are remembering the Lord by taking the bread and drinking of the cup. Have communion sometimes in the morning so more people can partake in the commemoration of our Lord and Savior. Another suggestion that I have is specifically for our pastor. I love Pastor Parker dearly he is worthy and great leader for our church. One thing others and I would like to hear more of is positivity. We hear so much tearing down in the media and in the news. We
need to hear a pick me up sermon of encouragement and not fearfulness of going to Hell. Not to compare but listening to Joel Osteen sometimes I feel inspired and rejuvenated. What I've learned is people are attracted to things that make them feel better about themselves or situations. A "yes you can" or an "it will be better" and "there will be joy and happiness". I look at people as they walk out not too many look happy. We all have struggles and hardships, circumstances that make us feel like we can't make it. We all have those times. Hearing positive messages help us and make us feel better going into the week. I envision a church where it is packed, everyone having a glorious time in the Lord. Guests seeing how energized our congregation is that they want to be a part of our church. I see us having no more debt. When events call for afternoon services we see a packed church. Our church in the black and full of youth who are ready to step in and take this church to the next level. I pray for the church and the future of this church and that it takes seriously this survey and the reality that some of its most faithful members may be leaving for another church home. I'm speaking the reality of what could come. Preserve the future, encourage the future, inspire the future, allow the future. I'm speaking as God has led me to speak, Thank You and God Bless.

| 130. | Members need to feel that their opinions are valued. It shouldn't be sit down, shut up and if you don't like it leave. |
| 131. | It was a time when life was so much I would come to church for peace and restoration, I no longer feel that, now I feel it is just as much stress as if I was going to work. I pray we get back to living and treating everyone with the love of God, I pray the fellowship no longer shelves out division, but restoration, love and embrace. I pray that God’s word continues to reach to the surrounding community. I pray that we can build our mission that we do more here in the Chicagoland area to minister to the lost and unforgotten. That is my hope. |
| 132. | I would like to see a ministry for special needs children/people & for Hispanic worshipers & eventually other ethnicities. |
| 133. | I pray that we open our doors to people. Such as funerals if you're not a member. I consider that a form of outreach and missions. To show ourselves friendly and loving. Also step it up in the music department. Be more gospel, after all music is a ministry also. |
| 134. | Continued interest and focus on encouraging our youth, promoting God's Plan for marriage and growing membership. |
| 135. | That we will be able to train and retain more of our youth and young adults age 25 to 40 |
| 136. | Wish that there were more weekday adult bible study classes. I love to attend classes |
but Tuesday at 12:30 is not always the best time. There should be more classes and times to attend. The evenings offer many classes, where days only have one.

137. I would hope that within the next 5 years the leaders would stop looking at what is wrong with the congregation and begin to exam their responsibility in the apathy that has spread throughout. It feels like once we are saved you're done with us and only want us in order to get more members or do work. Members have become more advanced in not only their personal education, but the ability to access sound preaching on the Internet and radio. So to come to church and hear a bunch of song lyrics and Christian clichés strung together and same-themed (I understand everything should lead to Jesus) sermons and then turn on the radio and hear Erwin Lutzer, Tony Evans, David Jeremiah and James Ford, I leave church feeling cheated of the pastoral care they give to their congregation. The Pastor wants members to be accountable to grow (as we should), but I don't see that accountability in those he has made responsible to deliver the word. It's kind of a weird catch-22. They stress to members to importance of Broadview's Christian Ed, but they don't put much value in ministers receiving education after their callings. If it's required of members on their level, it should be required of ministers on their level, too. There is a divide between members and leadership. I would like to see the preaching styles develop to meet needs. A sound message that connects in a way in which I can apply it in my life to be more like Christ delivered in a conversational way goes longer than all the whooping and bell ringing. Example check out Andy Stanley's series "Why in the World" at www.northpoint.org.

138. 1. Desire to have communion served during the morning worship service, on the first Sunday. 2. Desire to see the church ran less as a corporation. 3. Desire to see the church less autocratic, in regards to memorial and home/going services for members. Everyone is an individual and to deny the participation of family members in the service is a disgrace. Let's revisit this, perhaps beginning at a 5th Sunday, Sunday School session.

139. My Hope is that BMBC will get back on path to becoming the Church that God has called to preach, teach, baptize, and make disciples that will carry on this work outside the walls of the church. I believe BMBC can be a great Church but we honestly need the right leader that can lead, teach, and encourage new congregants, as well as, still teach the mature Christians and lead them in a way that they will continue to duplicate themselves by teaching and discipling others.

140. I would hope that the church would focus more on our young adults. We tend to lose the young adults once they reach an age where they become mobile and can make decisions to attend other churches where they feel that they are being spiritually fed. We are a dying church. The youth that are active are active because they grew up in the
church and their parents are active. Our ministers don’t focus enough on life application. Understandably we are about spreading the gospel of Jesus Christ, but once you have accepted Christ “now what?” As a Christian who has accepted Christ I (we) need to know how to live this out in our daily lives. I realize that this is taught in Sunday School and Bible study but most people don’t (can’t) attend. So those people are not being spiritually fed through the Sunday morning message and taught how to live out their Christian walk. And we end up losing them. We focus so much attention on missions but how can we become missionaries if we are not growing spiritually or learning how to apply the Word to our daily lives?

141. My prayer is for church growth/salvation to all. Multicultural, young and old. I pray that younger people would commit to seeking salvation & decide to serve in our congregation. While I appreciate that my church takes missions very seriously, by traveling state to state and abroad, it would be nice to see an effort to connect with residents across the street and neighboring villages. The prayer walks utilize our resources to pray and distribute tracts, but I often wonder if the neighbors know we're walking through the neighborhoods and or why we're walking. Our local neighbors should be invited to join us weekly not just during a scheduled walk. We also had an outreach of fun in the park. I felt internally we knew what was going on, but did the neighbors know. So when setting up there committees make sure all are aware and provide a follow up the following week to measure success.

142. We love to see the church to continue to grow and help spread the word of God.

143. I Would Like To See More Opportunities For Witnessing And Outreach As A Church. I would Like To See a Larger Percentage Of Members Who Are Fully Committed To their Relationship With Christ And Who Are Involved In Serving At The Church, Bible Study, and Missions.

144. For women to have a voice in leadership & become actively involved. More members to join the choirs-eliminate empty seats. No services on Sunday nights-Communion served on Sunday mornings! This keeps our members from going to other churches on 1st Sundays. Their offering goes with them.

145. It is my dream that the church begin to teach from the pulpit in that the word of God will be preached that shows individuals that the scriptures, the instructions, the lessons and plans he has for us applies today so people know his word is real. We need to know that knowing God and growing to be who he wants us to be is important,

146. My hope is that BMBC becomes a hub where its members are equipped spiritually,
morally, and emotionally to meet the challenges faced in everyday life.

147. Changes in the music department are much needed. There also should be more fellowship opportunities with other churches.

148. I would like to see the church do more to help people who need help in our local community.

149. More youthful teachers/leaders of ministries.

150. Continue to train our membership to love God and all people and go to the ends of the earth for the Lord Jesus Christ.

151. I think the issues in the news don't have to be repeatedly discussed from the pulpit. We know what the Bible says about homosexuals and gay life styles. Continuing to "preach" against it is unnecessary. Also I would like to see communion given after the 10:30 service on first Sunday. There is no biblical reference stating that communion must be in the evening. It is offered on first Wednesday in the afternoon. Why not Sunday afternoon?

152. My prayer is that we will be stronger in our presentation and the living out of the Gospel of Jesus Christ. We need to individually take more responsibility for the sharing and upholding of God's word. God must be made the main focus of our lives. The weak of our church and the lost world need to see living examples of God working in and through our lives.

153. Adherence to the Constitution and By-Laws when conducting all business matters of the church. Preparation of our youth for leadership roles in the church and service to the community. Engagement of a broader segment of the church membership in leadership and service. Recruitment and selection of qualified personnel for full-time administrative and ministerial services.

154. Foreign mission trips for our young people.

155. I hope that the youth Sunday school attendance increase, a street preaching ministry start, more young adults receive training for leadership positions, and the disconnect between the elder and young women be addressed.

156. Keep moving forward, we should have time limits on positions in the church. Decide
157. It is my hope that the cliques and groups in the church would become more inviting and without a feeling of judgment. There can be that among those who aren't the leadership, but those that tend to step up and be in the public eye and in the spotlight; similar to a superior attitude. It would also be nice for the church to take on some slightly more contemporary in the services and in the music.

158. I joined Broadview more than 20 years ago because of its teaching and preaching. Over the past decade, both have diminished in quality. The congregation is aging and we seem to have difficulty attracting and keeping younger members. Perhaps we could connect with a local seminary to offer Christian education that is more challenging and engaging.

159. Multi-cultural congregation that reflects the demographics of Broadview community. Promote services, programs and events to a wider audience. Less Global Missionary travel build wells or send supplies. Choirs that know the words to the songs and stops repeating the same lines over and over.

160. My hope is that the church continues and strengthens their mission focus. I would love to see some form of internal outreach that will inspire and encourage members such as myself who are not involved in a ministry. This outreach will take the time to fully understand why that member is not active in the church. And help to brainstorm on how together we can make it happen.

161. A Grounded Singles Ministry More Options for Christian Educational Classed for young adults ages 18-25 Singles Bible Study Small Accountability Groups Male Mentoring Programs Single Parent Support Groups Stronger Connection between Elders & Young within the church

162. I dream that the entire congregation will get on board and not grudge against the visions of pastor. I desire that more of the church will follow pastor as he follows Christ in sharing the Gospel to the ends of the Earth. I wish to see more people come to the church Sunday and Wednesday evenings.

163. Broadview Missionary Baptist Church has been a tremendous blessing in my life. My hopes and desires for Broadview moving forward would be to see a deeper, spiritual growth for the congregation in the Word of God. I would love to see this happen thru more venues such as a women's ministry and men's ministry that would provide opportunities for spiritual growth and a chance to build even more authentic relationships among members. I would love to see a more in-depth curriculum in the
Sunday School department, as well as a revised Adult, and Youth education program. So many excellent curriculums have been developed over the last few years that would be energizing for BBC. I would love to see Life groups or Small groups form in our church that would provide more opportunities to study the bible and build a stronger community in our church. I believe that small groups are the key to church growth, not just numbers but spiritually. I would love to see our ministerial staff and auxiliary leaders be able to attend more leadership development workshops and conferences. I would love to see our Pastoral counseling ministry grow to include more support groups for the variety of life issues that affect our congregation (i.e. spouses affected by addictions, single parents, single women, single men, depression). I would love to see more sermon series from the ministerial staff. For example, preaching from the books of the Bible. More sermons on marriage, singleness, youth, relationships, spiritual disciplines. I believe that BBC has the potential and the vast resources to continue to make an impact for the glory of God and His kingdom. Thank you for taking the time to develop this survey and hear from our congregation. Excited to see the results.
APPENDIX E

BROADVIEW MISSIONARY BAPTIST CHURCH
“LEADING WITH VISION” RETREAT
CONSENSUS PERFORMANCE OBJECTIVES

DATE DEVELOPED
AUGUST 29, 2015
BY
COMBINED BOARD AND STAFF MEMBERS
## GOAL 1A: MISSIONS

### TEAM RECOMMENDATIONS

#### Goal 1A - Table 4

1. Send 50% of Sunday School Attendees on Missions (350 people) with an emphasis on *families*
2. Develop initiatives to recruit more church partners (5 churches)
3. Aide 5 New Churches in Multiplying Efforts
4. Reach 5000 People through World Missions initiative
5. Strengthen the Data Collection Process for tracking and collecting mission data
6. Disciple 500 New Members through a volunteerism program
Goal 1A - Table 1

1. 50% of church enrollment involved in Missions
2. Recruit More Males
3. Create Plan for Missions Travel Fund
4. Create a Missions Traveling Church (Mobile Church)
5. Designated Trainer to Stay with Church Plants in the beginning (60-90 Days)
Strategic Plan Output

GOAL 1B: OUTREACH

TEAM RECOMMENDATIONS

Goal 1B - Table 5

1. Develop a Relationship with Community Partners
2. Conduct Needs Assessment
3. Designate a Liaison
4. Be a Light in
5. Meet Needs/Feed Sheep
6. Identify Schools in 5 Mile Radius (After School Bible/Tutoring)
TEAM RECOMMENDATIONS

Goal 1B - Table 2

1. Do More With Seniors (Provide Sunday School, Invite to Seniors to Luncheon, Transport to Church)
2. Do More with Hospitalized
3. Build Better Relationships with Schools (Good News Bible Club – 4 Schools)
4. Real Men Read (After School with Youth)
5. Volunteer with Local Municipalities (Police, Mayors Office, Inmates)
6. Establish a Soup Kitchen or Establish PADS at the church (food, clothing, shelter)
TEAM RECOMMENDATIONS

Goal 1C - Table 3

1. Individual Efforts to Evangelize
2. Utilize Radio, TV, and Electronic Billboards
3. Articulate Gospel Message Clearly
4. Work as Mission Field
5. Have a Presence Outside of the Church (Personal Mission Fields)
TEAM RECOMMENDATIONS

Goal 1C - Table 6

1. Utilizing Technology
2. Education for Utilizing Technology
3. Require an Active Prayer Life of Active Ministry Leaders
4. Church wide Initiative for Sharing the Gospel
5. Track and Monitors
TEAM RECOMMENDATIONS

Goal 2A - Table 1

1. Leadership Should Attend More Church Functions to set example for members
2. Solve More of the Membership Issues (Investigate)
3. Investigate Reason for Attrition
4. Counter the Effects of Television Religion with Special Topics Bible Study classes
Team Recommendations

Goal 2A - Table 4

1. Teach Ministry Leaders to Conduct Home Bible Study focused on Life Issues
2. Consider Bible Study and Evening Service Times and Lengths
3. Consider Hiring a young P/T Hispanic Minister that can Preach/Teach
4. Institute Prayer Partner Accountability
TEAM RECOMMENDATIONS

Goal 2B - Table 3

1. Add Life Application to Preaching (Provide Explicit How To's)
2. Small Group Bible Studies/Ad hoc
3. Start Developing Young Adults into Leadership Training
4. Create a Connection Ministry for sole purpose of connecting with NEW Members
5. Do More Door Knocking
TEAM RECOMENDATIONS

Goal 2B - Table 4

1. Teach Ministry Leaders to Conduct Home Bible Study focused on Life Issues
2. Consider Bible Study and Evening Service Times and Lengths
3. Consider Hiring a young P/T Hispanic Minister that can Preach/Teach
4. Institute Prayer Partner Accountability for new Members
TEAM RECOMMENDATIONS

Goal 3 - Table 2

1. Continue to Witness to Unsaved
2. Target Hillside and Westchester to reach out to changing demographics
3. Make sure candidates understand significance of baptism
4. 3 Circles (Rev Robinson)
5. Baptize at the Conclusion of VBS
GOAL #3: BAPTISMS

TEAM RECOMMENDATIONS

Goal 3 - Table 6

1. Keep Track of Mission Numbers for Baptisms
2. Use Direct Mail to Invite People to Visit/Bilingual
3. Learn About different demographics (surveys 25-45)
4. More Outreach in the Community via Our Website and Connections to Other Believers
5. Use various forms of advertising (billboards, banners, social media)
Goal 4A - Table 1

1. Support what’s implemented
2. Focus on getting Youth Involved in Teaching (Have youth teach bible study on youth day)
3. Implement Young Adult curriculum (18-25)
4. College Connect
5. Small Group Bible Study
Goal 4A - Table 4

1. Identify and Establish more topics for Life Application
2. Use chat rooms to share and interact (build online community for topic sharing) – Online Bible Study
3. Create Online Leadership Training/Webinar
4. Create Continuing Education Training
5. Substitute a prayer service where a minister will lead a Bible Study
6. Minister preach lessons consistent with Sunday/Bible School curriculum
7. Create a culture of valuing life-long learning (Moody Classes)
8. Promote/Create Online study programs for children (bible based)
9. Q&A with Pastor (text your questions).
TEAM RECOMMENDATIONS

Goal 4B - Table 5

1. Use Workshops from other institutions to reach out to others
2. Use technology to deliver curriculum
3. Develop a selection committee: to observe teachers and curriculum

Goal 4B - Table 2

1. Quarterly have trainer prepare lesson plan to help make lesson come alive (instead of 45 minute lecture)
2. Shorten Sessions instead of 12-13 Weeks try 6 Weeks
3. Instead of Tuesday AND Thursday try one or the other
4. Develop Younger Teachers to help reach Youth
5. Develop curriculum with relevant information to help us with today’s challenge
TEAM RECOMMENDATIONS

Goal 4C – Table 6

1. Use Electronic Billboard outside church for basketball players in the lot
2. Use Podcasts for Sermons and Bible Studies
3. Social Media
4. Develop a Broadview Church App (Library, Resources, Sermons, EBooks)
5. Offer Classes to teach Internet and Social Media Safety
TEAM RECOMMENDATIONS

Goal 5A - Table 3

1. Update technology in the church so that people outside can engage
2. Live stream for sick shut in and live stream classes
3. Provide training for technology
4. Skype/Billboard/Chatboard to bridge gaps

Goal 5A - Table 6

1. Corporate Sponsorship – find philanthropic partners to make donations
2. Teach church about love through giving
GOAL #5A: TITHES

TEAM RECOMMENDATIONS

Goal 5A – Table 1

1. Develop financial literacy classes for entire membership
2. Getting church on one accord for giving
3. Maintain cheerful spiritual giving whenever in the house of the Lord
4. Develop an additional team to interview those who are in need of financial help

Goal 5A - Table 4

1. Educate the church regarding tithing principles to increase tithes by 10%
2. Leadership Testimonials about Tithing
3. Create Instructional Aids on Tithing
4. Create an App for Tithes
5. One Day Tithing Challenge
TEAM RECOMMENDATIONS

Goal 5A - Table 3

1. Develop a comprehensive financial curriculum, including: workshops on budgeting, prayer, eliminating debt
2. Share information with church on how we give to community
3. Improve tracking of what we are giving and who we are giving it to

Goal 5A - Table 6

1. Corporate Sponsorship – find philanthropic partners to make donations
2. Teach church about love through giving
GOAL #5B: OFFERING

TEAM RECOMMENDATIONS

Goal 5B - Table 2

1. Give What You Can
2. Work with what God has asked
3. Tell the People to Read God’s Word in Giving
4. Leave the Church Your Money in Your Will
5. Stewardship Twice a Year

Goal 5B - Table 5

1. Show how what we give changes the lives of others (Hurricane Katrina – Well in Africa)
2. Member Testimonies
3. Teach Membership Stewardship Principles
4. Develop an App – to give on Mobile Devices
5. Pray About It
BROADVIEW MISSIONARY BAPTIST CHURCH
CONSENSUS PERFORMANCE OBJECTIVES

Goal 1A – Missions

Goal 1A – Table 1

1. 50% of church enrollment involved in Missions
2. Recruit More Males
3. Create Plan for Missions Travel Fund
4. Create a Missions Traveling Church (Mobile Church)
5. Designated Trainer to Stay with Church Plants in the beginning (60-90 Days)

Goal 1A – Table 4

1. Send 50% of Sunday School Attendees on Missions (350 people) with an emphasis on families
2. Develop initiatives to recruit more church partners (5 churches)
3. Aide 5 New Churches in Multiplying Efforts
4. Reach 5000 People through World Missions initiative
5. Strengthen the Data Collection Process for tracking and collecting mission data
6. Disciple 500 New Members through a volunteerism program

Goal 1B - Outreach

Goal 1B – Table 2

1. Do More With Seniors (Provide Sunday School, Invite to Seniors
2. Do More with Hospitalized
3. Build Better Relationships with Schools (Good News Bible Club – 4 Schools)
4. Real Men Read (After School with Youth)
5. Volunteer with Local Municipalities (Police, Mayors Office, Inmates)
6. Establish a Soup Kitchen or Establish PADS at the church (food, clothing, shelter)

Goal 1B – Table 5

1. Develop a Relationship with Community Partners
2. Conduct Needs Assessment
3. Designate a Liaison
4. Be a Light in the community
5. Meet Needs/Feed Sheep
6. Identify Schools in 5 Mile Radius (After School Bible/Tutoring)
Goal 1C - Evangelism

Goal 1C – Table 3

1. Individual Efforts to Evangelize
2. Utilize Radio, TV, and Electronic Billboards
3. Articulate Gospel Message Clearly
4. Work as Mission Field
5. Have a Presence Outside of the Church (Personal Mission Fields)

Goal 1C Table 6

1. Utilizing Technology
2. Education for Utilizing Technology
3. Require an Active Prayer Life of Active Ministry Leaders
4. Church wide Initiative for Sharing the Gospel
5. Track and Monitors

Goal 2A – Attendance

Goal 2A – Table 1

1. Leadership Should Attend More Church Functions
2. Solve More of the Membership Issues (Investigate)
3. Investigate Reason for Attrition
4. Counter the Effects of Television Religion

Goal 2A – Table 4

1. Teach Ministry Leaders to Conduct Home Bible Study
2. Consider Bible Study and Evening Service Times and Lengths
3. Consider Hiring a young P/T Hispanic Minister that can Preach/Teach
4. Institute Prayer Partner Accountability

Goal 2B – Membership

Goal 2B – Table 3

1. Add Life Application to Preaching (Provide Explicit How To’s)
2. Small Group Bible Studies/Ad hoc
3. Start Developing Young Adults into Leadership Training
4. Create a Connection Ministry for sole purpose of connecting with NEW Members
5. Do More Door Knocking
Goal 2B – Membership – Table 5

1. Identify where the 25-25 y/o age group is
2. Training team to identify life issues (reinstatement interviews)
3. Keep the NEW Members engaged through Auxiliaries
4. Preach Life Application Sermons
5. Provide and Surround Individuals in Loving and Nurturing Environment

Goal 3 – Baptisms

Goal 3 – Table 2

1. Continue to Witness to Unsaved
2. Target Hillside and Westchester
3. Make sure candidates understand significance of baptism
4. 3 Circles (Rev Robinson)
5. Baptize at the Conclusion of VBS

Goal 3 – Table 6

1. Keep Track of Mission Numbers
2. Use Direct Mail to Invite People to Visit/Bilingual
3. Learn About different demographics (surveys 25-45)
4. More Outreach in the Community via Our Website and Connections to Other Believers
5. Use various forms of advertising (billboards, banners, social media)

Goal 4A – Curriculum

Goal 4A – Table 1

1. Support what’s implemented
2. Focus on getting Youth Involved in Teaching (Have youth teach bible study on youth day)
3. Implement Young Adult curriculum (18-25)
4. College Connect
5. Small Group Bible Study
6. Remove: Back to Basics terminology – Use Foundational or Doctrinal instead

Goal 4A – Table 4

1. Identify and Establish more topics for Life Application
2. Use chat rooms to share and interact (build online community for topic sharing) – Online Bible Study
3. Create Online Leadership Training/Webinar
4. Create Continuing Education Training
5. Substitute a prayer service where a minister will lead a Bible Study
6. Minister preach lessons consistent with Sunday/Bible School curriculum
7. Create a culture of valuing lifelong learning (Moody Classes)
8. Promote/Create Online study programs for children (bible based)
9. Q&A with Pastor (text your questions)

**Goal 4B - Instruction**

Goal 4B – Table 2

1. Quarterly have trainer prepare lesson plan to help make lesson come alive (instead of 45 minute lecture)
2. Shorten Sessions instead of 12-13 Weeks try 6 Weeks
3. Instead of Tuesday AND Thursday try one or the other
4. Develop Younger Teachers to help reach Youth
5. Develop curriculum with relevant information to help us with today’s challenge

Goal 4B – Table 5

1. Use Workshops from other institutions to reach out to others
2. Use technology to deliver curriculum
3. Develop a selection committee: to observe teachers and curriculum

**Goal 4C – Technology**

Goal 4C – Table 3

1. Update technology in the church so that people outside can engage
2. Live stream for sick shut in and live stream classes
3. Provide training for technology
4. Skype/Billboard/Chatboard to bridge gaps

Goal 4C – Table 6

1. Use Electronic Billboard outside church for basketball players in the lot
2. Use Podcasts for Sermons and Bible Studies
3. Social Media
4. Develop a Broadview Church App (Library, Resources, Sermons, EBooks)
5. Offer Classes to teach Internet and Social Media Safety

**Goal 5A – Tithes**

Goal 5A – Table 1

1. Develop financial literacy classes for entire membership
2. Getting church on one accord for giving
3. Maintain cheerful spiritual giving whenever in the house of the Lord
4. Develop an additional team to interview those who are in need of financial help
Goal 5A – Table 3

1. Comprehensive financial curriculum including workshops budgeting, prayer, eliminate debt
2. Share information with church on how we give to community
3. Track what we are giving and who we are giving it to

Goal 5A – Table 4

1. Educating the church regarding tithing principles to increase tithes by 10%
2. Leadership Tithes: Testimonials from Leaders
3. Create Instructional Aids on Tithing
4. Create an App for Tithes
5. One Day Tithing Challenge

Goal 5A – Table 6

1. Corporate Sponsorship
2. Teach church about love through giving

Goal 5B – Offerings

Goal 5B – Table 2

1. Give What You Can
2. Work with what God has asked
3. Tell the People to Read God’s Word in Giving
4. Leave the Church Your Money in Your Will
5. Stewardship Twice a Year

Goal 5B – Table 5

1. Show how what we give changes the lives of others (Hurricane Katrina – Well in Africa)
2. Member Testimonies
3. Teach Membership Stewardship Principles
4. Develop an App – to give on Mobile Devices
5. Pray About It
APPENDIX F

BROADVIEW MISSIONARY BAPTIST CHURCH
“LEADING WITH VISION” RETREAT
INDIVIDUAL PERFORMANCE OBJECTIVES

DATE DEVELOPED
AUGUST 29, 2015
BY
COMBINED BOARD AND STAFF MEMBERS
INDIVIDUAL PERFORMANCE OBJECTIVES

Goal 1A – Missions

1. 15% of the 1900 members (enrolled) participation
2. Recruit more males
3. Create a plan for “A Missions Travel Fund”
4. Create a “Missions Travel Church” consisting of teachers, preachers, soloist, - all auxiliaries
5. At least 50% of our average church membership and 50% of our church Sunday School into missions over the next 5 years.
6. Develop initiatives to recruit more church partners; starting at a minimum of five churches (We currently have initiatives with 3 churches.)
7. Add 5 new churches in multiplying other churches. – Duplicating our footprint.
8. Reach 5000 people through BMBC World Mission Vision (Achieve this by strengthening Data Collection)
9. Discipleship at least 500 new missionaries through adopting a volunteerism program to go on missions.

Goal 1B – Outreach – Lewis -Travis Movement [“Fulfillment through serving others”]

1. Do more to meet the needs at Senior Citizen Facilities
   A. Transportation
   B. Teach Sunday School
   C. Visit/Fellowship
   D. Bring them to Senior Luncheon
   E. Bring to Sunday Services
2. Spend more time with the hospitalized – visit in hospital, prayer, phone
3. Build relationships with schools
   A. Good News Bible Club/Real Men Read
   B. 4 Schools –
      1. Bellwood –Roosevelt
      2. Broadview-Lindop
      3. Hillside
      4. Maywood
4. Relationship with local municipality
   A. Volunteer for adoption services – foster connection with church
   B. Visit imprisoned at local jails (municipal and county)
5. Establish a soup kitchen or PADS – Aid the homeless by providing temporary shelter and/or food to help nourish the poor/homeless
6. Park District – Fun in the park. Increase our relationship with the Park District.
Individual Performance Objectives (continued)

7. Senior Citizen Facilities – Continue to provide service monthly. Fathers/Mothers Day (Gifts/Flowers)
8. Schools – Expand our tutorial programs – Reading Club
9. Hospitals within 5 mile radius – Westlake, Northlake, Loyola, Gottlieb, River’s Edge, Proviso Partnership for Health, Garden Cooling Center
10. Correctional Institutions – bring closer to home; have BMBC see what we can contribute.

Goal 1C – Evangelism

1. Neighborhood (as individuals)
2. Radio/TV Electronic Billboards
3. Articulate Gospel Message
4. At least 50% of our average church membership and 50% of our church Sunday School into Missions over the next 5 years.
5. Workplace
6. Presence Outside the Church
7. Continue visits to neighborhoods
8. Witness to family and friends
9. Church Announcements
10. Family Events – Witness
11. Neighbors – Invite and Witness
12. The Mall – Tracks
13. Workplace – Witness to
14. At each of these places have the proper scripture to leave with these groups on the importance of being saved.
15. Discipleship at least 500 new missionaries through adopting a volunteerism program to go on missions.
16. Texting Gospel messages during class sessions or ministry meetings
17. Evangelism to national communities in U.S. and indigenous areas in U.S.
18. Flyers to smaller churches in the area combining with BMBC.
19. Family Evangelism for lost family members
20. Accepting event info and posting, if we agree with that church’s doctrine – so they join with us during our Wednesday prayer.
21. Develop a church-wide strategy for sharing the gospel message.
22. Train the ministry leaders in sharing the gospel and utilization of appropriate resources (i.e. technology and traditional text).
23. Connect and shepherd the sharing of the gospel message with others.
24. Require prayer (an active prayer life) of all ministry leaders.
25. Track and monitor our ongoing progress.
Individual Performance Objectives (continued)

Goal 2A – Attendance

1. Leadership should attend more church functions working more on a regular basis
2. Solving more of the membership issues
3. Investigate the reasons for attrition
4. Lack of knowledge through television religion
5. Train entire congregation – Have Bible Studies to tackle life issues and invite to church
6. Create connecting ministry for sole purpose to connect new members through fellowship and mentorship.
7. Consider staggering Bible Study and Study Evening Service Times and Length
8. Consider having a Young Part-time Hispanic Minister (age 20-30)
9. Institute Prayer Partner Accountability Groups!

Goal 2B – Membership

1. Door knocking at least once per month.
2. Review current practices – separate tradition from policy.
3. Small group Bible Study
4. Start to develop young adults with leadership
5. Identify where the 25-45 year olds are
6. Have a trained team to identify individuals that need assistance in life situations.
7. Keep new members engaged by making them active in auxiliaries
8. Preach life application sermons a loving, nurturing environment
9. Re-invite former members (Outreach)
10. Remove the Church Anniversary; invite former members
11. Focus on re-dedication of delinquent members
12. Get outside the door

Goal 3 – Baptisms

1. Since we are bringing people in thru missions, we need to keep track of them.
2. Use direct mail as an invitation to ask people to come and visit the Broadview Family. Send mailings in English and Spanish languages.
3. We want to learn about different demographic groups through conducting surveys targeting a particular age group (25-45).
4. More outreach in the community thru our website, and connections to other believers.
5. Use various forms of advertising thru bill boards, banners, and church marquis to promote the gospel message so they will know when we are baptizing.
6. Continue to witness to the unsaved.
7. Make sure candidates understand the purpose of Baptism.
Individual Performance Objectives (continued)

8. Target Westchester and Hillside for outreach and witnessing.
9. Baptize at the conclusion of Vacation Bible School Develop a procedure for witnessing (i.e. The Three Circles – God’s Design – Brokenness – Gospel)
10. *Note – The demographics of the community have changed.

Goal 4A – Curriculum

1. Support what’s implemented now – if it doesn’t work, change it – be open.
2. Focus on getting young adults involved in teaching.
3. Implement a curriculum for young adults.
4. Use of technology – college students has conversations with students away.
5. Resurgence of Book of Reviews, especially at BMBC. Identify/establish more topics that are “Life Application” for member
6. Application of technology for “chat rooms” to share and discuss the principles.
7. Application of technology for basic leadership training.
8. Create continual education training classes on website member’s login.
9. Substitute Prayer Service to provide minister led “Back to Basic” teaching (i.e. Summary of Bible Study lessons from previous week.
10. Ministers to speak from the preprinted lesson to reinforce the current study lessons.
11. Create a culture of valued learning.
12. Create an online study program for school age children.
13. Have ability for Pastor to answer a couple of questions from his message that is sent via text message at the end of his message. Possibly answer more questions/texts on the website after his message.

Goal 4B – Instruction

1. Determine what type of training is needed for our teachers.
2. Determine the technology can be leveraged to deliver the curriculum.
3. Quarterly – have a trainer prepare a lesson plan with objectives and teaching style that make the lesson come alive,
4. Shorter sessions 6 weeks, not 12-13 weeks. Encourage new teachers to be available to teach Tuesday or Thursday, instead of Sunday school.
5. Develop younger teachers.

Goal 4C – Technology

1. Basketball court onsite, children from the neighborhood playing. Provide some electronic sign info with a link to BMBC website.
2. Sunday school, Tuesday School, Thursday School – use a Podcast for remote teaching. This reaches younger ages as well as older.
Individual Performance Objectives (continued)

3. Library access E-books for checking out literature.
4. Group me – College Students
5. Design a BMBC application that people can download.
6. Snap Chat/Text – reminders for alerts, rehearsals, meetings etc.
7. After a class - to teach the congregation – include safety awareness with using devices.
8. Utilize resources to include safety.
9. Continue to provide encouragement to our college students.
10. Update current technology – need to be able to communicate electronically with the youth – tablets.
11. Texting gospel message- Apps. Pod Casts; e-books
12. Training designated trainer(s)
13. Life streaming for shut-ins
14. Chat Board for BMBC – Bridging the Gap – Purchase resources for live streaming (classroom and shut-ins)
   A. Electronic Billboard – Clear Channel
   B. Fund for updating newest products
   C. Conference call capabilities
   D. Skype or Tango
   E. Chat Director Jeria Backstrom

Goal 5A – Tithes

1. Educate more regarding tithing
2. Comprehensive curriculum teaching on financial budgeting – on a continual basis
3. Highlight it again right before stewardship
4. Pray about your giving
5. Giving makes room for more to give to the community etc. – God blesses our faithfulness.
6. The more we give, the more we get back – Start them at a young age - teaching biblical and financial responsibilities.
7. Freely give - freely receive.
8. Educate congregation on why we give.
9. We don’t give to get.
10. God gave first, He is our example.
11. Provide seminars on debt relief.
12. Provide assistance/classes and workshop
13. Give testimonial opportunities
14. Clean giving of the appeal – “I am a tither”
15. Pick non-officers to do the appeal – (2X’s monthly)
Individual Performance Objectives (continued)

16. Training Quarterly - Better train/educate about tithing – it doesn’t belong in Financial Seminar
   A. Teach how gifts are helping the church
   B. Teach about “love” – you will support that which you “love”
17. Develop Financial Literacy Class for entire membership
18. Getting the church on one accord for our giving – we are a “tithing church”
19. Maintain cheerful spiritual giving (that speaks on giving) whenever in the house of the Lord.
   (Remember to read Psalm 96:8)
20. Develop additional team to interview those who are in need of financial help.
21. Church to tithe 10% - Financially, in-kind, following God’s tithing plan and set the example for the church.
22. Create CD on the importance of tithing. Place the same information on the website.
   Download application.
23. Use email to link to information: cite and/or share an attachment with follow-up
24. One Day Challenge – a beginning/starting point
25. Testimony – Layperson appeal

Goal 5B – Offering

1. Show how what we give is helping to change the lives of others – (i.e., wells in Africa)
2. Have members give testimonies on how giving touched them.
3. Teach our membership what to give and how to give and why we should give; and the consequences of not giving.
4. Develop an application to allow giving on our mobile devices.
5. Pray about giving and leave it in God’s hands.
6. Give what you can if you have the donation.
7. Work with what God has asked.
8. Tell people to read God’s word on giving.
9. Work with giving back after you are gone; your last offering to the church may be tied to your insurance.
10. Do stewardship twice per year.
APPENDIX G

STRATEGIC PLANNING COMMITTEE
MEMBER PROFILES
THE STRATEGIC PLANNING COMMITTEE

MEMBER PROFILES

Shanté Bishop, Ed.D., has been a member of BMBC since 1990 and has served as an usher, choir director, Tuesday School teacher, VBS Music Director, and missionary. She has an earned doctorate in Curriculum and Social Inquiry, and a Masters in Adult Education from National Louis University. She also has a bachelors degree in Sociology/Criminology from Northern Illinois University. Professionally, she is a college professor at William Rainey Harper College and the host of Branding for Believers, an inspirational podcast that equips entrepreneurs and influencers to believe bigger than themselves and bigger in their dreams. In 2013, she launched a strategic marketing and branding company that helps clients grow their audience, build sustainable revenue, and increase their brand recognition.

David Brown, B.S., has been a member of Broadview Missionary Baptist Church since 1992 where he has served as a member of the Multimedia, Missions, and Announcing Ministries of BMBC. He completed his Bachelor of Science Degree in Electrical Engineering from the DeVry Institute and is a Certified TIA Professional. Professionally, he retired in 2010 from AT&T/Alcatrel-Lucent after twenty-eight years where he served in various positions including the following: Technical Writer (lead) - supported the University of Pittsburgh Medical Center (UPMC) project; Program Management Liaison - served multiple project teams and ensured compliance with process initiatives; Product Manager - provided product introduction and realization management, life cycle management. Developed and maintained product plans, performed market competitive and benchmarking analyses. Developed product road maps and business plans; Product Marketing and Customer Application Engineering. Currently, he is employed by Aircraft Services International Group – Aircraft Refueling.

He and his wife, Ruby, have been married for twenty-three years and have three children.

Foster D. Chambers, B.F.A., is an ordained deacon. He joined Broadview Missionary Baptist Church in 1984; Foster is a facilitator in various ministries such as Child Protection, Nursing Home Visitation and New Members Orientation. He has work as a missionary in Jamaica, Harlem (NY) and the Chicagoland area. Education, he graduated from Youngstown State University in Ohio, where he earned a Bachelor of Fine Arts. Professional, Foster is currently semi-retired, he has held management positions in graphic design and manufacturing for over 25 years.

He lives in Lombard, Illinois with his wife, Teresa, and they have two adult children Foster and Christine.
Joyce Ann Eaker, M.A., is the Director of the Nursery Ministry. The third oldest of a family of eleven children, Joyce Ann and her sons, David and Gerald, came by letter to Broadview Baptist Church in 1988. She immediately joined the choir, Sunday School and bible study classes. Joyce Ann graduated from Lewis University with a Master of Arts in Leadership Studies and Human Behavior. She also completed her Bachelor of Arts in Business Administration and Computer Science, with High Honors, at Lewis University. Her professional accomplishments include twenty-one years in Information Systems, twelve years in private high school education and concurrently, eight years as a local elected official. Joyce Ann is the former Interim Mayor of Bellwood (2000-2001). Her volunteer work includes, Moose Charities, the Boys and Girls Club of West Cook County, Kiwanis and Pop Warner Peewee Cheerleader Coach.

She resides in Bellwood, Illinois and has two granddaughters.

Charles Hillard, M.B.A., has been a member of Broadview Missionary Baptist Church since 1983, reinstating his membership following an 11-year relocation status in 2006. He has served as an Instructor for the sixteen-week God’s Plan for Marriage Class hosted by the BMBC Marriage Ministry. Educationally, he obtained his Master of Business Administration Degree from Webster University, Saint Louis, Missouri. He completed his Bachelor of Arts Degree in General Studies from Chicago State University, Chicago, Illinois. Professionally, he is a retired United States Postal Service Postal Inspector.

He and his wife, Rachel, reside in Westchester, Illinois and are the proud parents of three adult children and very proud grandparents of two granddaughters.

Eric A. King, Ph.D., is an ordained minister and a member of BMBC since 1981. He has served as a Deacon, Sunday School Director, Auxiliaries Director, Christian Educator, and Missionary. He has served as a missionary and provided leadership development and training for pastors, ministers and lay leaders in Albany, New York and Uganda, Africa. His international travels include Apostle Paul’s Third Missionary Journey through the ancient cities of Croatia, Greece, Italy, and Turkey. Educationally, he earned his Doctor of Philosophy Degree in Educational Leadership and Policy Studies from Loyola University of Chicago. He completed his Bachelor and Master of Science Degrees in Education at Southern Illinois University. Carbondale and completed Post Graduate Studies at Concordia University, River Forest, Illinois. Professionally, he is a retired educator and completed his career as Superintendent of Schools in Illinois (2008) and Indiana (2011) respectively. His service to the profession has included serving as an Adjunct Professor, Consultant, and Board Member on local, state and national boards.

He and his wife, Linda, reside in Tinley Park, Illinois and are the proud parents of three married adult daughters who were raised in BMBC and seven grandchildren.
**Anthony Lumpkin, D.D.S.**, is an ordained Deacon of BMBC. He is a Sunday school teacher (class U204), a member of the transportation and marriage ministry of BMBC. He recently led a missionary team to Fort Wayne, Indiana. Educationally, he obtained his Bachelor of Science (biology) degree from Loyola University of Chicago. He completed his Doctor of Dental Surgery degree from Loyola University-School of Dentistry.

He and his wife, Sandra, reside in Lombard, Illinois and are the proud parents of one son (Ryan) and one daughter (Paige).

**Jason Mathew** is a Trustee, Christian Educator and he has served as the VBS Youth Superintendent for BMBC. Educationally, he obtained his Bachelor of Science in Computer Information Systems from DeVry Institute of Technology, Addison, Illinois. He has the following Professional Certifications - ITIL, CMMI and A+. Professionally, he is a Software Release Manager in Illinois and Washington.

He resides in Berkeley, Illinois and is the proud father of two adult children and one grandchild.

**Delores M. Matt** is a long time member of Broadview Missionary Baptist Church. She serves as the Director of Teacher Training and Development, she is a member of the Chapel Choir and she is an adult teacher in Vacation Bible School. Ms. Matt has served in the counseling ministry here at BMBC and as a Chair as well as committee member for the Church’s Anniversary on several occasions. Ms. Matt has been a member of Mission Teams sent to *The Gambia in West Africa*, where she taught a Women’s Group, providing information on the spiritual role of women in the church and to *Albany, New York*, where she provided teacher training and development. Educationally, Ms. Matt earned a Bachelor of Arts in Education from University of Illinois, Circle Campus in Chicago, Illinois. She has completed post graduate degrees; Master of Arts in Guidance and Counseling and a Master of Arts in Administration and Supervision from Northeastern Illinois University. Professionally, she is a retired educator. Over the span of her thirty-nine year career with the Chicago Public School system, she served in various roles including teacher, counselor, and assistant principal.

Delores is a resident of Bellwood, Illinois. She has two adult daughters that were raised at BMBC.
APPENDIX H

BROADVIEW MISSIONARY BAPTIST CHURCH

ARTICLES OF INCORPORATION

Now Therefore, I, Jim Edgar, Secretary of State of the State of Illinois, by virtue of the powers vested in me by law, do hereby issue this certificate and attach hereto a copy of the Application of the aforesaid corporation.

In Testimony Whereof, I have set my hand and cause to be affixed the Great Seal of the State of Illinois,
at the City of Springfield, this 6Th day of DECEMBER AD 1990, and of the Independence of the United States the two hundred and 15Th.

[Signature]
Secretary of State
Broadview Missionary Baptist Chapel
2111 South 17th Avenue • P.O. Box 6429 • Broadview, IL 60443 • (312) 343-3700 • Clarence W. Hopson, Pastor

Cook County
State of Illinois) S.S.

Name Change Resolution

WHEREAS the Broadview Missionary Baptist Chapel is desireous of changing its name.

WHEREAS the Broadview Missionary Baptist Chapel at a duly called business meeting on April 20, 1990 at which the following resolution was passed by vote.

RESOLVED that the name of the Broadview Missionary Baptist Chapel will be changed and will henceforth be known as the Broadview Missionary Baptist Church.

90001433

Clarence W. Hopson, Pastor
Charles Allen, Secretary
Joseph A. Hargus, Jr.
Chairman of the Board of Officers

"...Make straight the way of the LORD"
The undersigned corporation has caused these articles to be signed by its duly authorized officers, each of whom affirm, under penalties of perjury, that the facts stated herein are true.

Dated November 7, 1990

BROADVIEW MISSIONARY BAPTIST CHAPEL

Charles R. Allen, Secretary

(Exact Name of Corporation)

(Signature of Secretary or Assistant Secretary)

(Title)

NOTE 1: State the true exact corporate name as it appears on the records of the Office of the Secretary of State, BEFORE any amendments herein reported.

NOTE 2: Directors may adopt amendments without member approval only when the corporation has no members, or no members entitled to vote.

NOTE 3: Director approval may be (1) by vote at a director's meeting (either annual or special) or (2) by consent, in writing, without a meeting.

NOTE 4: All amendments not adopted under Sec. 110.15 require (1) that the board of directors adopt a resolution setting forth the proposed amendment and (2) that the members approve the amendment.

Member approval may be (1) by vote at a members meeting (either annual or special) or (2) by consent, in writing, without a meeting.

To be adopted, the amendment must receive the affirmative vote or consent of the holders of at least 2/3 of the outstanding members entitled to vote on the amendment, (but if class voting applies, then also at least a 2/3 vote within each class is required).

The articles of incorporation may supersede the 2/3 vote requirement by specifying any smaller or larger vote requirement not less than a majority of the outstanding votes of such members entitled to vote and not less than a majority within each class that voting applies. (Sec. 110.20)

NOTE 5: When a member approval is by written consent, all members must be given notice of the proposed amendment at least 5 days before the consent is signed. If the amendment is adopted, members who have not signed the consent must be promptly notified of the passage of the amendment. (Sec. 107.10 & 110.20)
State of Illinois
Office of
The Secretary of State


Now Therefore, I, George H. Ryan, Secretary of State of the State of Illinois, by virtue of the powers vested in me by law, do hereby issue this certificate and attach hereto a copy of the Application of the aforesaid corporation.

In Testimony Whereof, I hereto set my hand and cause to be affixed the Great Seal of the State of Illinois, at the City of Springfield, this 13TH day of NOVEMBER A.D. 1995 and of the Independence of the United States the two hundred and 20TH.

[Signature]
Secretary of State
PURPOSE AND DISSOLUTION CLAUSE CHANGE RESOLUTION

WHEREAS THE BROADVIEW MISSIONARY BAPTIST CHURCH IS DESIREOUS OF CHANGING ITS PURPOSE AND DISSOLUTION CLAUSE.

WHEREAS THE BROADVIEW MISSIONARY BAPTIST CHURCH AT A DULY CALLED BUSINESS MEETING ON NOVEMBER 7, 1995 AT WHICH THE FOLLOWING RESOLUTION WAS PASSED BY VOTE.

RESOLVED THAT:

1) PURPOSE: THE CORPORATION IS ORGANIZED EXCLUSIVELY FOR RELIGIOUS PURPOSES WITHIN THE MEANING OF SECTION 501 (C) (3) OF THE INTERNAL REVENUE CODE.


"OFFICIAL SEAL"
JOSEPHINE SMITH
NOTARY PUBLIC, STATE OF ILLINOIS
MY COMMISSION EXPIRES 10/02/99

Subscribed and sworn to before me this 9 Day of November A.D. 1995

JOSEPHINE SMITH
Notary Public

CLARENCE W. HOPSON, PASTOR

HARVEY R. BOND, SECRETARY

HERMAN DUFFIN
CHAIRMAN OF THE BOARD

"... Make straight the way of the LORD"
(If space is insufficient, attach additional pages size 8 1/2 x 11)

The undersigned corporation has caused these articles to be signed by its duly authorized officers, each of whom affirms, under penalties of perjury, that the facts stated herein are true. (All signatures must be in BLACK INK.)

Dated: NOVEMBER 10, 1995

BROADVIEW MISSIONARY BAPTIST CHURCH

attested by: Harvey Bond
(Signature of Secretary or Assistant Secretary)
Harvey Bond, Secretary
(Type or Print Name and Title)

by: Clarence W. Hopson
(Signature of President or Vice President)
Clarence W. Hopson, Pastor
(Type or Print Name and Title)

NOTES AND INSTRUCTIONS

NOTE 1: State the true exact corporate name as it appears on the records of the Office of the Secretary of State, BEFORE any amendments herein reported.

NOTE 2: Directors may adopt amendments without member approval only when the corporation has no members, or no members entitled to vote.

NOTE 3: Director approval may be (1) by vote at a director's meeting (either annual or special) or (2) consent, in writing, without a meeting.

NOTE 4: All amendments not adopted under Sec. 110.15 require (1) that the board of directors adopt a resolution setting forth the proposed amendment and (2) that the members approve the amendment.

Member approval may be (1) by vote at a members meeting (either annual or special) or (2) by consent, in writing, without a meeting.

To be adopted, the amendment must receive the affirmative vote or consent of the holders of at least 2/3 of the outstanding members entitled to vote on the amendment, (but if class voting applies, then also at least a 2/3 vote within each class is required).

The articles of incorporation may supersede the 2/3 vote requirement by specifying any smaller or larger vote requirement not less than a majority of the outstanding votes of such members entitled to vote and not less than a majority within each when class voting applies. (Sec. 110.20)

NOTE 5: When a member approval is by written consent, all members must be given notice of the proposed amendment at least 5 days before the consent is signed. If the amendment is adopted, members who have not signed the consent must be promptly notified of the passage of the amendment. (Sec. 107.10 & 110.20)
BIBLIOGRAPHY OF SUGGESTED READINGS

Book Summary

[By - Author or Publisher]


Godwin, R, (1997) Training for Reigning – Strategies for Building Character and maturity in Christ. Every believer’s life is a spiritual journey represented by lessons he or she needs to follow in order to rule and reign with Christ. You can learn about your own spiritual journey by looking at various characters in Scripture. God is more interested in your character than your comfort, and if you submit yourself to this process you will build a strong character that leads to maturity in Christ!

Lotich, P. (2014) Smart Church Management - A Quality Guide to Church Administration, 1st Edition is perfect for anyone in church leadership. The book is a leader's handbook on running the day-to-day operation of a church. With easy to understand examples, this book provides a simplistic approach to managing church resources - people, time and money. Whether it is setting church goals, making budget decisions or managing church personnel or volunteers, this book offers practical application, tips, tools with real life examples and much more!

Morris, Robert, (2012) The Blessed Church – How can I help my church stay focused on its purpose? What would a culture of generosity look like for my church? What part does rest play in a healthy church? Whether you are a pastor, a volunteer, or a church member, you want your church to grow well. After all, there's no better place to experience God than in the loving, healthy community of a church. But what does an effective church look like? Is it possible to grow and be healthy at the same time?

Pastor Robert Morris has experienced firsthand the spiritual and relational excitement of a growing, dynamic church. In The Blessed Church, Pastor Morris brings you practical wisdom for cultivating real growth by nurturing true and Biblical health in your spiritual community.

In The Blessed Church: The Simple Secret to Growing the Church You Love, Pastor Robert Morris unfolds why Gateway Church in suburban Dallas-Fort Worth is one of America's fastest-growing, spiritually enriching local churches - and still one of its healthiest. Written for both church leaders and lay people, The Blessed Church looks at the qualities that make church "work" in the 21st century and how that can enrich your church - whatever its size or vision.

Putman, J. and Harrington B. (2013), DiscipleShift – Over the last thirty years, church leaders in America have tried different models for reaching unchurched people. From “attractional” models to “missional” models to “gospel-centered” models, each has strengths and weaknesses. While all of these approaches have merit, something is still missing, something fundamental to the mission of the church: discipleship.

Making disciples in the church’s God-given mandate, but too often our churches fall short of their mission. We fill our pews but fail to create committed disciples.
DiscipleShift walks you through five key “shifts” that your church must make to refocus on the biblical mission of discipleship. These changes will attract the world and empower your church members to salt and light in their communities.

Rainer, T.S., (2004) Autopsy of a Deceased Church – No one wants to see a church die. And yet far too many churches are dying. For more than twenty-five years, Dr. Thomas Rainer has helped churches grow, reverse the trends of decline, and has autopsied those that have died. Yet, it’s not gloom and doom because, from those themes, lessons on how to keep your church alive have emerged.

Whether your church is vibrant or dying, whether you are a pastor or a church member, Autopsy of a Deceased Church will walk you through the radical paths necessary to keep your church alive to the glory of God and advancement of Christ’s Kingdom!

Thumma, Scott and Bird, Warren, (2011) The Other Eighty Percent: Turning Your Church’s Spectators into Active Disciples – The book is a mix of original analysis of national research on attenders, many field studies and hundreds of interviews as well as reflections on cultural shifts related to volunteers and observed patterns from our studies of church leadership teams. It offers a diversity of approaches for dealing with this 20/80 problem (20% of the people do 80% of the work while most of the rest do nothing) and various strategies by which a church’s leadership might begin to address the issues of member mobilization and discipleship.