

Braving Deep Water

ANSWERING JESUS' CALL

Braving Deep Water

FINAL REPORT

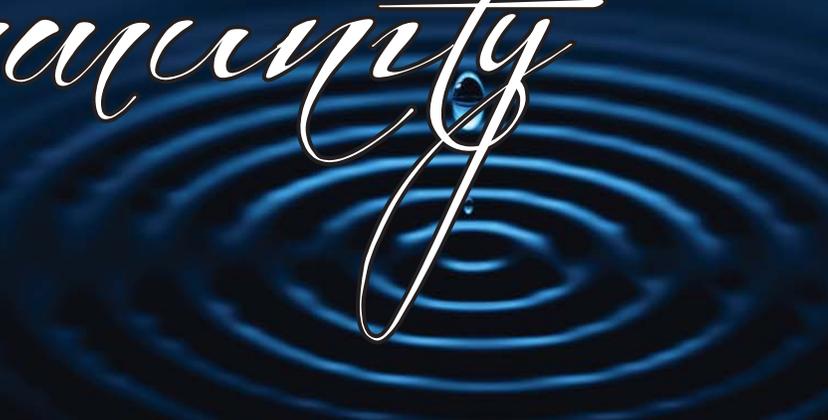
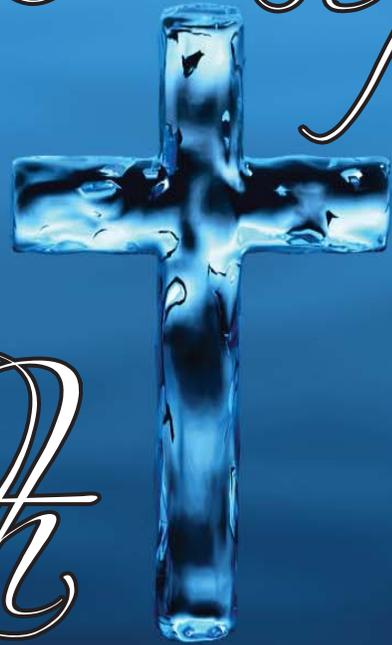
Connection

Identity

Worship

Depth

Community



***All of the changes in this document were suggested to the Blue Water Team by members of the congregation.**

Agreed Upon Changes

The following preamble will be added to the final report:

Preamble

The Blue Water Team (BWT) submits this proposal as the "map" for a new direction for our church. A map, by its nature, points us towards certain goals. The Implementation Team will take this map and flesh out the specifics needed to steer our church in the right direction. Therefore, the approval of this map will allow the church to move forward. Communication is critical, and the church will always be asked for input and participation and will always be kept informed so we can move forward together. Of course, any financial or constitutional changes will be approved by the church before implementation. Much prayer and effort have gone into the BWT's proposal. As a result, we believe the Lord is giving us direction for our church through this map. We also believe that the church will continue to need to be open and discerning in the future always looking to follow Christ in everything we do.

Changes to Document

1. Move definition of SMART goals from page 10 to page 1.
2. Change sentence in the first paragraph of Community on page 1 from, "As a result, the church now lives the Great Commission in its Jerusalem of College Park, serving anyone and everyone seven days a week on and off a campus optimized for this mission," to "As a result, the church now lives the Great Commission in its Jerusalem of College Park, serving the community seven days a week on and off a campus optimized for this mission,"
3. Change last sentence in the first paragraph of second page from, "A system of reverse mentoring helps our congregation master new communication opportunities," to "The church developed a process to assist members to become familiar with new communication technologies including but not limited to social media."
4. Change last sentence of last paragraph on third page from, "The multi-generational, diverse worship service includes various elements of worship such as praise songs, hymns, choral music, Bible based teaching etc.," to "The worship service is both multi-generational and multi-cultural utilizing a variety of music and worship elements but is always biblically grounded."
5. Correct typographical error on fifth line from the bottom of "supports" to "support."
6. Insert in fourth paragraph top line on page 7 after Bible studies "and Discipleship studies."
7. Insert in top line on page 7, after Bible studies insert "and Discipleship."
8. Change the phrase in the last paragraph on page 8 from "...all of the church's prayer warriors..." to "...all persons..."

***All of the changes in this document were suggested to the Blue Water Team by members of the congregation.**

9. In the Implementation Plan, there's nothing said about Sunday School Director, Church Training Director, etc. Those people should be added to the Depth area of the plan.
10. The proposed name has been changed from *Church on the Drive – A Cooperative Baptist Fellowship*, to *Church on the Drive – A Cooperative Baptist Fellowship in College Park*.
11. Add the following to the SMART Goals in Community: "In an effort to show the community we're an active and thriving church, we now enter and exit the sanctuary through the main doors on Edgewater Drive."

Synopsis of the *Braving Deep Waters* Process
College Park Baptist Church
January – June 2014

At the monthly business meeting on November 24, 2013, the Deacons of College Park Baptist Church (CPBC) proposed that the church enter into a visioning process using the *Discernment Team* (DT) model and the *Appreciative Inquiry* (AI) process, which would be led by a consultant, Bill Wilson, founder of The Center for Healthy Churches. The recommendation was unanimously approved. Potential members of the Discernment Team were nominated by the congregation. From those nominations the deacons chose 18 members of the DT. The team was affirmed in a vote by the church on January 15, 2014.

The team began its work on January 25, 2014, with a full day retreat. At the retreat Margaret Osteen and Gary Moore were elected co-chairs. The Discernment Team spent time in prayer during which the gravity of the outcome of the process became apparent and team members prayed for wisdom. The group members were humbled by their charge and understood their dependence on providence and guidance from the Lord. The team chose as their name, *Blue Water Team*, and chose as the theme for the discernment process, *Braving Deep Water: Answering Jesus' Call*, because of the connection to CPBC's slogan, *Living Waters*. The team drew inspiration from Luke 5 where Jesus told a group of frustrated, tired fishermen disciples to "put out into deep water and let down the nets for a catch." Of course, the disciples were shocked at the success of the catch. We saw a parallel to a tired, frustrated group of disciples at CPBC who needed to listen to our Lord and throw our nets into new waters.

At the retreat the Blue Water Team met Bill Wilson. Bill spent a great deal of time explaining the Appreciative Inquiry model. AI differs in its approach from problem solving methods and strategic planning in that it seeks to gain much of its energy and sense of purpose from the history of an organization, which includes the ideals, high point moments, and lived values that organization has held dear throughout its past. These values and principles are honored and inform decisions as the organization looks to the future.

AI also demands a hard, realistic look at the present as it relates to the world-wide church, to denominational models, and specifically to CPBC.

AI then seeks to discern a direction for the organization's future. The process suggests that the organization first seeks a general direction much like a compass and then follow that compass to detailed goals, procedures, and activities that are required to get there. We chose to call this compass a *God-Sized Dream*.

Each of the themes of *Past, Present, and Future* were addressed with the entire congregation through a series of *Congregational Conversations* in which the Blue Water Team listened and gathered data.

The *First Congregational Conversation* centered on why people came to CPBC and what they valued and cherished. A historical timeline and treasured photos helped us all reflect on and honor our past.

The *Second Congregational Conversation* concerned the state of *the church*, in general in America, and CPBC, in particular. Bill Wilson presented alarming statistics that showed mainline denominational churches are experiencing decline. Established churches that are over 40 years old have declined substantially since 1990. This decline is characterized by budget issues, expensive infrastructure and physical plant concerns, internal conflicts, and aging demographics. Newly started churches, particularly *evangelical churches*, are growing, yet overall church attendance is in decline. CPBC is prototypical of this model of a church over 40 years old. Bill Wilson made an analogy between older churches in decline to a situation of workers on a burning platform in the North Sea. Survival meant jumping from the platform into the freezing water as the only chance to avoid certain death. In subsequent meetings the Blue Water Team developed a concern that CPBC members needed to feel the *sense of urgency* that the team felt as a result of the research and reading they were doing.

The *Third Congregational Conversation* centered on what the future might look like at a thriving CPBC. Members of the congregation were asked to write their own *God-Sized Dreams*—and dream the congregation did!

The Blue Water Team then began the process of distilling the data that they received from the congregation, organizing the data according to commonality and frequency, and gaining a sense of direction from the data, prayer, discussions, and reliance on direction from the Holy Spirit.

The recurring themes that the congregation brought forward were:

- Renewing emphasis on *local*, beginning with our community for missions, outreach, and focus
- Reaching out to those in the younger demographic in order to reverse current demographic trends and strengthen outreach to all generations
- Upgrading our technology
- Improving Bible study and increasing the effort to deepen the spiritual lives of our members
- Crafting worship and creating staffing that appeal to a multi-generational, diverse congregation
- Changing our physical plant to meet these new demands
- Renewing the image and presence of our church in the community

The Blue Water Team decided to fit the recurring themes into five areas with both immediate goals and longer term goals to be guided by the Implementation Team.

The five areas are:

- Community – The church’s community is our beginning mission field and represents the place where our church can reach the most people for Christ. This is the centerpiece of our recommendation.
- Depth – Increase efforts to create new opportunities for Christian growth and study and revitalize existing Bible studies and special studies
- Worship – Craft quality worship for a multi-generational, diverse church
- Connection — Outreach, programs, atmosphere, design, and attitudes that connect with our community
- Identity – Renewing the image and presence of our church in the community

Short and long-term recommendations for each area are stated in the Implementation Plan and will be presented to the church.

Finally, the Blue Water Team crafted a plan that would ensure that the recommendations can be implemented and executed in a structured and systematic manner. This plan will also be presented to the church.

The Blue Water Team has been diligent, prayerful, and contemplative in its approach to discerning the spiritual and practical direction for our church to follow to reverse its decline. We look forward to presenting our work to the church for review, discussion, adoption, and, finally, implementation.

The Blue Water Team

PREAMBLE

The Blue Water Team (BWT) submits this proposal as the "map" for a new direction for our church. A map, by its nature, points us towards certain goals. The Implementation Team will take this map and flesh out the specifics needed to steer our church in the right direction. Therefore, the approval of this map will allow the church to move forward. Communication is critical, and the church will always be asked for input and participation and will always be kept informed so we can move forward together. Of course, any financial or constitutional changes will be approved by the church before implementation. Much prayer and effort have gone into the BWT's proposal. As a result, we believe the Lord is giving us direction for our church through this map. We also believe that the church will continue to need to be open and discerning in the future always looking to follow Christ in everything we do.

* SMART Goals: Specific, measurable, attainable, realistic and timely

GOD-SIZED DREAMS

The God-Sized Dreams are written from a future perspective—as if they have already been realized. The SMART goals are written with future dates for implementation. All SMART goals are intended to be expanded upon, supplemented and broadened by the Implementation Team.*

COMMUNITY

Our church is committed to strategically carrying out the Great Commission as put forward in Acts 1:8. We have acknowledged that we must be Christ's witness to Jerusalem, Judea, Samaria, and the world. We have identified College Park as our Jerusalem and, thus, our priority mission focus. Yet, we are always mindful of our missional responsibility to Greater Orlando and the world. As a result, the church now lives the Great Commission in its Jerusalem of College Park, serving the community seven days a week on and off a campus optimized for this mission. We have engaged with and surveyed our community to ascertain and understand the community's demographics. This allows us to meet our community's spiritual, physical, financial, and emotional needs with tailored worship experiences, fellowship activities, Bible study opportunities, health and recreation activities, senior programs, elder care, and family ministries.

Church activities are offered at various times and locations. Church support groups, marriage classes, parenting classes, career skill building classes, language classes, concerts, cooking classes, financial planning, dinner outings, music, drama, and other activities are integrated into the fabric of greater College Park.

The church uses relevant technologies to share opportunities for service, discipleship, missions, and worship. A redesigned website in conjunction with Twitter, Instagram, Facebook, and other social media updates inform a new generation of parents, children, and youth about mission and service opportunities as well as upcoming activities. The connections created by this improved web and social media presence generate spontaneous meet-ups at local parks and restaurants. They alert one another of immediate needs and crises. They promote frequent, meaningful activity.

Meanwhile, email, visits, phone calls, announcements, publications, postcards, and flyers ensure that no one is overlooked. The church developed a process to assist members to become familiar with new communication technologies including but not limited to social media.

The church engages in partnerships, both on and off campus, with community churches, schools, pre-schools, hospitals, associations, and non-profits as a base for missions and involvement within the community.

SMART GOALS

1. Host a series of meetings with the leadership of community churches to gather information about local ministries, find ways to help one another, gain insight into our community, and support others engaged in extending God's kingdom. (September 30, 2014)
2. Host a community forum with the leadership of schools, preschools, public officials, and other community interests to help facilitate the building of a master plan to be "good neighbors" for Christ. (August 30, 2014)

3. Host a series of community events beginning in November 2014. Example themes: after church gospel music in the park, Sunday morning brunch fish fry at the lake, and Bluegrass gospel music on the drive.
4. Conduct a planning session with current church membership to determine assets and strengths within the church body that we are currently underutilizing and optimize these gifts God has provided to better reach the College Park community. (After the November 2014 meeting but before our community event in January 2015)
5. In an effort to show the community we're an active and thriving church, we now enter and exit the sanctuary through the main doors on Edgewater Drive.

WORSHIP

Our worship is welcoming, diverse and spiritually engaging. Our worship includes not only a Sunday morning worship experience, but also extends worship experiences throughout the week. Those who enter the sanctuary doors immediately sense that God is in this place and that this congregation extends open arms to all. The worship service is both multi-generational and multi-cultural utilizing a variety of music and worship elements but is always biblically grounded. The congregation embraces multiple music styles that inspire the worship of God with a wide variety of worship leaders from the choir, the choir director and organ, to the praise band and worship leader, to handbell choirs, orchestra, wind ensembles and vocal groups of all ages. Our pastor's weekly sermon themes are often woven into the music and audio-visual presentations.

SMART GOALS

1. By September 2014 our acting Minister of Worship, in consultation with the Implementation Team, will begin the process of developing a Sunday morning worship experience that appeals both to our church members and the College Park community. We will look outward and inward to ensure that our worship welcomes, comforts, inspires, and is worthy of our God.
2. By January 2015 two new video screens will be installed and incorporated into our new sound system to eliminate technical problems and provide smoother transition between musical styles and more robust audiovisual enhancement to worship music and sermons.
3. Our worship service will be synonymous with exceptional quality and a diverse array of musical styles. Our worship continues throughout each week with small groups that are encouraged to use the week's song list and sermon topic for thematic continuity and encouragement.
4. By January 2015 small groups begin to present their "God Moments of the Week" during Sunday morning worship. Personal testimonies become an integral part of our declarations of faith each week.
5. Each week one song is selected to frame a dedicated prayer time for all members of the congregation to pray together. This corporate prayer provides the congregation the opportunity to choose one big thing to pray for together as well as a time to pray for God's people to remain on His path.
6. Youth group members bring a "Youth Worship Moment" in the form of a Bible verse or testimony to share with the congregation.
7. During 2014 and into early 2015 the Implementation Team will visit other congregations to research various worship styles. This research will include an evaluation of effectiveness, strength of worship, and analysis of potential innovation for our worship service.
8. By January 2015 our new website is launched. This new online presence includes a robust blog, an RSS feed with links to additional worship materials that support the sermon audio as well as links to video and audio of all songs from our worship service week-to-week.

9. At a time of their choosing, but no later than January 1, 2015, the pastor, choir, and worship leaders on platform wear attire that may include matching clothes and/or robes—clothes geared to reflect our tropical location and current cultural styles while maintaining a respectful, inspirational and practical Bible-based worship.

10. By April 5, 2015 (Easter) Sunday worship start time is set, based upon community input, and our new name is launched with interior and exterior promotion that encourages all to experience God's presence with their community family at the Church on the Drive. A highly promoted grand opening celebration consisting of a homecoming and hymn sing follows Easter 2015.

CONNECTION

Located in the heart of College Park our church provides open doors to connect guests to Christ through its members, missions, and caring spirit. The church is renowned for welcoming guests and connecting them to church ministries. The church's hospitality team, First Touch, represents the diversity of our church and is thoroughly trained to genuinely engage guests and help them take their next step in following Jesus. Guests meet members of First Touch from the moment they enter the church campus to the time they depart. First Touch follows up with all guests commensurate with the reason for guest's visit. Additionally, we actively support and join in community events, creating a familial presence in the community. The First Touch team helps those, so inclined, to find ways to contribute to God's Kingdom through worship, missions, and mentoring opportunities. In this sense, the church's hospitality team is an end-to-end engagement engine helping guests as well as members new and old find (or, in some cases re-discover) a connection with the church and build that connection into service and leadership roles. The church's buildings and groups are optimized to serve guests and members alike with a welcoming, accessible, and safe environment. The church's congregation draws upon its training and mentoring programs to authentically extend invitations to friends and neighbors to become a part of our church.

SMART GOALS

1. By September 2014 a training program for our Guest Ministries Team (renamed First Touch) will be established to prepare team members for their role as both the first contact and follow up presence for church guests. Initial training for the church's reinvigorated First Touch team will prepare team members to connect with church guests after their departure from the church campus through home visits, cookie drops, phone calls, and various other methods.
2. By January 2015 the Deacons will establish an outreach training program to train Sunday School classes and small groups to connect with friends and neighbors and engage them in the ministry of the church.
3. By March 2015 the Properties Committee, in coordination with the Connection Dream Team, will prepare a facility master plan for congregational approval that provides a 10 year roadmap for improvements, modifications, and disposition of the church's facilities. This plan will address the functional needs of our growing congregation, modifications to reduce the budgetary impact of facility maintenance and operations, voluntarily enhance code compliance, enhance way-finding (signs and directional information) elements, modifications to make the entire facility accessible for a diversity of users, and a phasing plan rooted in cost estimates for completing these changes.
4. By June 30, 2015 the Deacons will develop a church-wide spiritual gift and life-skills database to share with our members and neighbors that the Deacons will use to provide opportunities to connect people to ministries and needs within the community.
5. By September 2015 the Center for Life Transition will establish support groups for Alcoholics Anonymous, people going through divorce, sandwich generation needs, and expanded support for career assistance and financial management.
6. By September 2015 we will establish a common *café* area for gathering and greeting that will serve as the front door for the building and the primary introduction to our church and its members for visitors and guests.

7. By January 2016 we will establish an elder care program to provide a haven for elderly parents and their sandwich generation kids. Open to anyone in the community, the program will use the new rooms that replaced the office and library, which double as a new nursery facility on Sunday mornings.

DEPTH

Every member and regular attender is engaged in a lifelong process of deepening his or her faith—no matter where he or she is on that journey (from seekers, new believers, seasoned Christians, and everyone in between) finding a place to plug in and grow. Everyone in the congregation is involved in a close-knit and vibrant small group, participates in thoughtful, transformative Bible study and worship, serves and shares the love of God with the College Park community and world through missional service, and has an active and meaningful prayer life.

Community Groups are the place where members and attenders are known most deeply, cared for with the most immediacy, and share their faith journey most intimately. Each group expects to experience God in its midst and therefore, is an integral part of the corporate worship experience of our church. Community Groups are the core reason why our church is known for its depth.

High-quality, challenging education is provided for children, youth, and adults as part of our commitment to spiritual growth and discipleship, with the freedom to seek our way as lived and taught by Jesus. Because of its deep faith, the congregation reaches into the College Park community through service and welcomes the College Park community into our church with love. The church provides additional study opportunities including in-depth Bible studies and Discipleship Studies during the week held at church or in homes, book studies, recorded studies that are available on the church website for access by people who cannot attend; lists of compatible Bible studies taking

place within the community, and links on the church's website to high-quality Bible correspondence courses.

After deliberately and prayerfully reviewing all our current missions and ministries and recognizing the importance and seriousness of giving to the College Park community and also the world in a way that honors the church's gifts, talents, vision, and financial support, we have renewed and established ministries and missions that align with the church's vision.

We have an intentional and renewed focus on prayer, both individually and collectively.

SMART GOALS

1. Beginning January 1, 2015 Community Groups meet two to four times per month in homes throughout College Park and across the Orlando metro area. A trained lay leader facilitates and leads each Community Group; each leader connects with the pastor at least once per month to share needs and experiences of the group; leaders receive ongoing training from the pastor or designated minister once per quarter. Worship, Bible study, prayer, fellowship, and missional service characterize Community Group gatherings. The location, gathering time, and contact information of each Community Group are identified and easily located on the new website. Bible study may be based on a portion of the Bible or on an applicable topic for enhancing members' Christian lives. A traditional Sunday School class meets the definition of Community Group and continues to meet at the church on Sunday mornings. As our church becomes a hub for the community, new Community Groups are designed and offered for people who would like to "test drive" community gatherings, who are new to the Church, or who have questions about Christianity.

2. By fall 2014 the children and youth activities on Wednesday night will be moved to Sunday evening, a time of the week during which most families

have few recurring commitments or activities and therefore enables us to reach more children, youth, and families.

3. Beginning September 2014 a team of parents and educators will begin the process of designing a list of learning goals for children and youth and mapping those goals to a Pre-K–12 scope and sequence. The goals will be implemented across the spectrum of scheduled children and youth activities, including Sunday School, Sunday evening programming, Vacation Bible School, youth camp, etc. These goals will guide a curriculum search for the best resources for helping children and youth attain those goals by certain defined benchmark ages. Where necessary, church and youth leaders will write curriculum and learning activities to supplement published materials. The new curriculum, aligned to the learning goals, will be ready for implementation in September 2015.

4. Beginning January 2015 a church-wide, multi-generational group will meet weekly for an hour of prayer. At this meeting attendees can make specific prayer requests for the congregation, community, CBF, and global concerns. Part of the new educational program will include opportunities to learn about and develop a healthy prayer life, e.g. how to pray, theology of prayer, exposure to different prayer practices, etc. The church will encourage others to find prayer partners or form other small prayer groups throughout the week so that prayer is not simply something that happens at designated “church” times. The creation of a prayer and praise website will allow members and others from the community to post prayer needs and praises; while all persons will be encouraged to use the website, a designated prayer team will be responsible for praying about the needs and praises and following up with the members and neighbors who posted.

5. Beginning September 2014 we will assess our current missions and ministries and evaluate their alignment with the church’s vision. Identification of existing programs in the community will avoid duplication

of efforts. This renewed focus could lead to curtailing or drastically changing the church's current ministries and missions as the church recognizes it is better to do a few things well rather than many poorly. This also means that some ministries may continue with additional and renewed congregational support, and new out-of-the-box thinking could lead to exciting new opportunities that the church congregation never thought possible. The church will assess the congregation, accurately accounting for the congregation's abilities, passions, and vision with the goal of helping every member find the best place to serve and share the love of God. Starting in January 2015 the church will, on an ongoing basis, assess new members so the church can connect them to programs and ministries that line up with their gifts and talents.

IDENTITY

We clarified and affirmed our identity as a Christ-centered church focused on carrying out Christ's mission starting with our neighbors in the College Park community then to Orlando and the world. We are a multi-generational, diverse church working diligently to bring in all generations through our ministries. As a result of our efforts to connect with the unchurched in College Park and to reflect our church's renewed sense of purpose, we adopted the name, Church on the Drive—A Cooperative Baptist Fellowship in College Park.

At the same time we also committed ourselves to strengthening our Baptist identity as an active participant in the Cooperative Baptist Fellowship. Most helpful in this regard was the creation of a required course for new members, taught by the pastor, which teaches the basics of Baptist distinctives and history. Additionally, the new member's course offers an introduction to opportunities provided by our church to participate in missions in our community and beyond.

Our name change enabled us to reach a wide array of community members who are drawn to our engaging worship, biblically based preaching, and thoughtful discipleship ministry, many of whom, never imagined themselves being part of a Baptist church.

SMART GOALS

1. By January 1, 2015 we will begin communicating to the College Park community through the church's new website, social media, and expanded outdoor signage our new identity and mission as Church on the Drive.
2. We regularly update our social media and engage in our community to communicate the church's presence and mission to the College Park community.
3. On April 5, 2015, (Easter) we will celebrate a new beginning as Church on the Drive – A Cooperative Baptist Fellowship in College Park.
4. By May 2015, and quarterly thereafter, the pastor will begin teaching a three part new member's course that incorporates a session on Baptist history and distinctives during the Sunday School hour.
5. Beginning June 2015 and ongoing annually, the church will fund two people, one of whom will be staff and the other staff or a lay person, to attend the CBF General Assembly.
6. Beginning September 1, 2015 the church's Deacons will assume the lead role in identifying College Park events and mission opportunities where the church can be the presence of Christ. Additionally, the Deacons will coordinate church-wide participation in these community events and mission opportunities through the church's existing committees, teams, and staff.
7. By September 1, 2015 the improvements within the first phase of our church-wide master plan for facilities will be implemented to align the signage, exterior and interior, and physical appearance of the facilities with our new identity.

FAQ

What was the basis for the Blue Water Team's (BWT) preliminary report? Was the primary basis for the report Thom Rainer's book, *Autopsy of a Deceased Church*?

The basis of the BWT's preliminary report was the congregation's input arising from the three congregational conversations the church held. The five main areas of focus (Community, Worship, Connection, Identity, and Depth) along with their attendant God-Sized Dreams and SMART goals have their basis in those conversations. The previously distributed executive summary of those conversations is attached. The detailed findings may be obtained by calling the church office.

No, Thom Rainer's book, *Autopsy of a Deceased Church*, was *not* used in developing the BWT's preliminary report. The BWT team used Rainer's book to convey to the congregation the sense of urgency the team felt as they worked together for months in preparing the report.

Where does the Implementation Team fit with regard to the church's current constitution and bylaws? To what group does the Implementation Team report? Does the Implementation Team take the place of the Deacons, Church Council, or existing committees? Will the Implementation Team have its own budget?

The Implementation Team is an ad hoc committee as outlined under Article XV. Councils and Committees Section 8. Ad Hoc Committees of the constitution. The Implementation Team will report directly to the church in business session through the Pastor's Report.

The Implementation Team does not take the place of the Deacons, Church Council, or committees. If the church adopts the BWT's report, the Implementation Team will work in concert with the Deacons and other committees to accomplish the tasks set forth in the report. Due to the roles of some of the members of the Implementation Team, the Implementation Team will overlap with the Church Council. However, the Church Council and the Implementation Team will remain separate.

The Implementation Team will not have its own budget. While the Implementation Team may recommend to the church items requiring funding (one example would be new video screens in the sanctuary), such funding requests will be handled through existing committees or other groups.

The BWT is recommending the church's primary focus be on the College Park community. What does such a focus mean with regards to the church's outreach to the Greater Orlando area? Does this mean the church will no longer be a "regional" church for persons looking for a CBF home?

Jesus' strategy of carrying out the great commission may be found in Acts 1:8. Jesus said to his disciples prior to Pentecost, "...you will be my witnesses in Jerusalem, and in all

Judea and Samaria, and to the ends of the earth.” College Park is our Jerusalem. The Greater Orlando area is our Judea and Samaria. Focusing on College Park is not an abandonment of either our responsibility to minister and reach out to the Greater Orlando area or world missions. Being intentional about ministering to College Park is simply a realistic recognition of the church’s location and resources.

As Bill Wilson reminded us, we are not so much a regional church as we are an *affinity* church. Yes, we draw regionally. However, that is primarily due to people’s affinity with CBF. Naturally, we will continue to minister to all our members both in and outside College Park who find a theological home in our church. Yet, the number of people specifically looking for a CBF church has grown smaller in recent years. Therefore, the BWT believes our future is to be found primarily, but not exclusively, in seeking to attract persons from the College Park community. At the same time through clarification of the church’s CBF identity, the BWT has sought to ensure persons looking for a CBF church can find us and connect.

What changes will occur with regard to worship if the BWT proposal is adopted? Why weren’t the worship recommendations more specific?

If the BWT’s report is adopted, there are two changes that will occur. First, the worship service will have a more casual feel to reflect our cultural context. No one will be on platform in shorts and flip-flops, but neither will they always be in semi-formal attire. Semi-formal attire will be worn when the occasion warrants. Second, all musical styles are free to be explored and integrated into worship as we develop a worship style that both meets the spiritual needs of our members and is attractive to our surrounding community.

The rationale behind not being more specific regarding worship was twofold. After much discussion, the BWT made a decision *not* to recommend initiating a second service at this time. There was a strong sentiment among the group to stay with a single Sunday morning worship service. Yet, at the same time the BWT acknowledged that the appeal of the single service must be broadened to reach to a wider range of ages, musical tastes, and the unchurched outside the church. Therefore, the decision was made to avoid specific recommendations with regard to worship in favor of allowing the Implementation Team to explore options that meet our stated needs.

Are we cutting back on any present programs, mission projects or Bible studies?

The short answer is no. The BWT did not recommend cutting back on any present programs, mission projects, or Bible studies. Going forward the Implementation Team will evaluate existing ministries’ effectiveness as part of the alignment process. The BWT’s mandate, however, was to put forward recommendations for a preferred future and not to evaluate current ministries’ effectiveness.

Some of the BWT proposals are very specific, some less specific. Why?

The more specific proposals are those the BWT were confident of what needed to be done at this time to renew the church's spiritual health. The BWT felt the less specific proposals were equally essential to the church's ongoing spiritual health. However, the difference in specificity, as in the case with worship mentioned above, was that the BWT felt further research and input were needed to shape those proposals. Thus, those proposals are less specific to allow for freedom to shape them with care.

The BWT has not put forward any staffing recommendations. Why?

Bill Wilson, consultant for the **Braving Deep Waters** initiative, recommended against including staffing recommendations in the preliminary report. His thought was that if staffing recommendations were included, the report would be seen, in large part, as a staffing plan. Rather, he suggested, we allow staffing to arise organically out of the alignment process where issues of budget, space, existing ministries, and staffing may be more carefully considered. Thus, staffing would be a major concern of the Implementation Team.

How much will all this cost? From where will the funding come?

While a detailed cost analysis of the BWT's proposals has not been developed, it is reasonable to assume, due to technology upgrades of both audio and video, website redesign, signage, and public relations costs associated with the name change, the cost could be somewhere in the neighborhood of \$100,000. If modifications to church facilities are needed, other costs will be incurred. All costs will need to be phased over time.

As for where funding will come from, it will need to be raised just as we raise over \$300,000 to repair our roofs. Just as with the urgency to repair our roofs, there is urgency to raise the funds for the changes recommended in the BWT report. Leaky roofs could not be ignored. Neither can the long-term decline of the church be ignored.

The BWT recommends that one way we clarify the church's identity is by adopting the name *Church on the Drive—A Cooperative Baptist Fellowship*. Why this recommendation? Will we still be a Baptist Church? How and where will we display the name?

In reviewing the comments from the congregational conversations and in listening to church members two apparently irreconcilable desires were expressed:

1. There was a desire on the part of some to drop our Baptist name as a result of the fact that the Baptist "brand" had become negative for outreach due a number of factors, which do not reflect who we are as a Baptist church, but with which we are associated because of our Baptist name.

2. There was a desire on the part of others that the name Baptist not only be retained, but also always be highly visible. The BWT struggled with this dilemma for six months.

The BWT came to a three-part solution. First, the BWT never wavered in its commitment to Baptist ideals and distinctives. Therefore, there never was any doubt that Baptist would appear in the name. Yet, the second part was more difficult. How could we positively portray our church as distinct from other Baptist churches without losing the Baptist name? The BWT decided to reposition the Baptist name in a tagline that clearly linked the church with the Cooperative Baptist Fellowship. Finally, the BWT wanted the primary name to more closely connect the church with the community and avoid the too frequent statement many members have to make to friends they invite by explaining, “We’re not that kind of Baptist.”

As a result the BWT unanimously chose to recommend the name *Church on the Drive—A Cooperative Baptist Fellowship* with these stipulations. The full name will appear on internal publications, website, and outdoor signage. This commitment ensures people will know the church is Baptist, but Cooperative Baptist. In a day of smart phones anyone who wants to know what a Cooperative Baptist Fellowship church is can quickly Google the information. But confusion with other Baptists will be removed.

Coming to a decision about *Church on the Drive* was more difficult. While believing the church’s name is not most important, it is nevertheless not unimportant. The BWT is very much aware that if the other actions in the preliminary report are not implemented, a new name will be of little, if any, consequence. In fact, the choice of name was motivated by the knowledge the name commits the church to reject doing church as usual. Members of the BWT have discussed vigorously in our meetings, if the *new name* does not reflect *new life*, changing the name would be a mistake. People would visit and walk away feeling misled. Yet, if the name signals a new day in the life of our church, it can be a significant aid to congregational revitalization.

How? By choosing the name *Church on the Drive—A Cooperative Baptist Fellowship* the church connects itself with the College Park community in a fresh way. The BWT feels the new name will help reintroduce ourselves to the community so we can invite them to new ministries we will be beginning as well as enhanced existing ministries. Also, by repositioning the name Baptist to the tagline church members may choose to share the whole name or simply use *Church on the Drive* if that’s more comfortable for them. If asked by friends what denomination our church is, they will have the opportunity to say, “We are part of the Cooperative Baptist Fellowship.” Again, with “A Cooperative Baptist Fellowship” in the church’s name on publications, website, and signage, the church’s Baptist affiliation is in plain view.

How the BWT decided upon *Church on the Drive* is quite a story. Many other names were considered. All had their advocates. Yet, in the BWT’s last meeting this name (*Church on the Drive*) that had not really been considered for much of the process emerged. The name *Church on the Drive* had the advantage of being fresh, unique in its connection to College Park, and appealing across the broad age spectrum represented on

the BWT. Obviously, questions were raised about being too trendy. But since *Holiday on the Drive* dates back to 1995, the concern lessened. Also, because more events such as *Jazz on the Drive* and *Dancing on the Drive* continue to emerge in a reinvigorated College Park community, the name fit. While we are cautious to say the name is a “God thing,” given the spirited discussions over the name, the final unanimity suggests prayer certainly was in play.

Finally, if the BWT’s preliminary report is adopted, the name change will not take place until Easter 2015. Prior to that time a constitutional amendment to change the name would be required.

The process for a constitutional amendment to change the name is as follows:

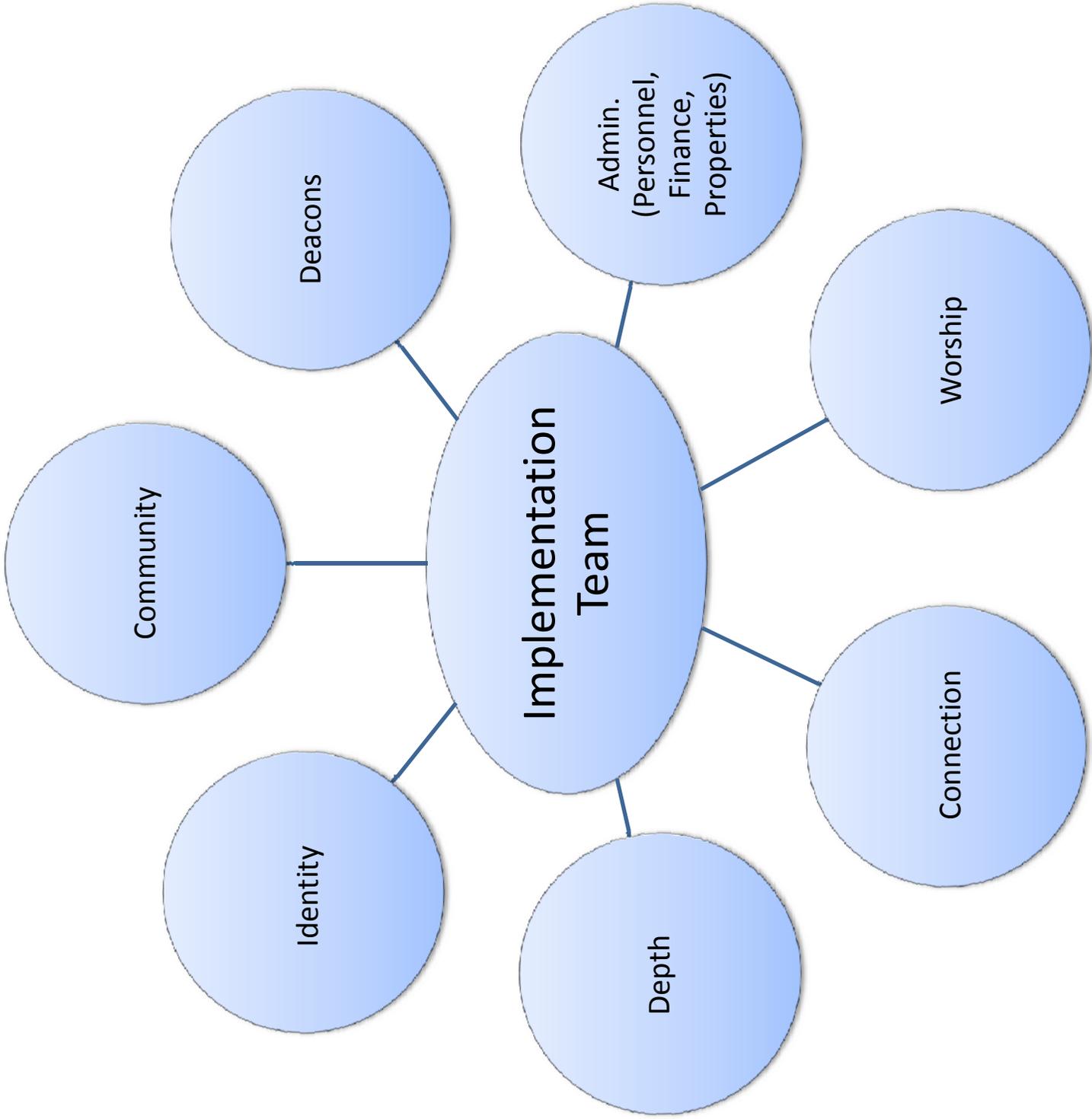
1. In September 2014 the BWT will submit to the Constitution Committee a proposed amendment to change the church’s official incorporated name.
2. The proposed amendment for the name change will be submitted to the church, at the earliest, at the September 28th business meeting.
3. The earliest the vote on the amendment, which requires a 2/3 majority for passage, could take place would be at the October 26th business meeting.
4. If the name change were adopted, it would not be made public until a month prior to Easter 2015.

How can I indicate my support of the BWT proposals or recommend something, which I feel the BWT overlooked, needs to be revisited, or with which I disagree?

The best way to accomplish this is to send your written thoughts to the BWT at bluewaterteam@mycpbc.org. This will ensure the whole BWT can see and consider your response. Naturally, you can speak to any member of the BWT or the co-chairs (Margaret Osteen or Gary Moore), share your thoughts at one of the two follow up meetings, or mail your suggestions to The Blue Water Team c/o College Park Baptist Church 1914 Edgewater Drive Orlando, FL 32804.

Executive Summary of KoolAID Sheets & Congregational Conversations

- Full time staff most often requested: Associate Pastor/ Minister of Education, Children's Minister, Minister of Arts (to include music – instrumental & vocal, drama, art, etc.), Youth Minister, Senior Adults Minister.
- Children & Youth
 - Major events (Upward, VBS, Back to School Bash, Parents Night Out, etc.) are great outreach activities but may need some revamping.
 - Keep & expand youth retreats & mission trips
- Christian Education/Discipleship/Sunday School
 - Current SS hour works for the 55 & up. For everyone else, a different model needs to be considered.
 - For families (including children & youth), getting to a Sunday morning class is very difficult. Many would prefer week night offerings – either on or off church campus.
 - Very high request for the age graded model to be done away with.
 - Support groups (grief, parenting, care takers, etc.) was a common request.
 - Rotate in teachers of the class, but have a concrete curriculum.
 - Several voiced the request that what is studied on Wednesday nights ties into what is preached about Sunday mornings. Additionally, there were requests for material to be provided to get ready for Sunday's sermon (via email, blog, or social media).
 - Create a New Members Class.
- Missions
 - The people of our church have a heart for local missions. On almost EVERY form, folks mentioned we need to do *more* local missions.
 - Opinions vary when it comes to foreign missions – some want more, some less, some keep as is.
- Outreach/Hospitality
 - Widely commented suggestion: improve our technology to be open to the community – better website that more fully communicates offerings of our church, have an app, and use QR codes, Twitter, Facebook.
 - Young people & women need to be greeters, especially at the front of the church.
 - Create a Guest Ministries Team – more systematic way to follow up with guest. Use a Buddy System to help them get connected.
 - Have more printed materials available throughout the church – pews, info desk, office, narthex, etc.
- Music/Worship
 - Two types of services were discussed, with strong sentiment for each expressed.
 - Those who like the traditional service want *nothing* that has contemporary tendencies in that service – no drums, no electronic instruments. Keep the choir, orchestra, organ, and piano. Use hymns – print hymnal page numbers in the bulletin.
 - There was a pattern of those who liked the traditional service like its current start time.
 - Contemporary service is not what is desired, but rather a blended service. People want a mix of music – connect the old hymns with a modern counterpart. It was suggested that robes are done away with and a more casual dress is acceptable. Use a variety of instruments. Have the choir sing, but that not be the only group. It is so important to make this clear: don't get rid of all of the traditional characteristics AND don't go to only contemporary characteristics of worship.
 - There was a pattern of those who liked this type of service would be willing to consider another time and day of the week.
 - Get more ages involved with worship – have youth in the choir, have the kids sing more often.
 - Include more regularly children's time in worship.
- Church Operations/ Governance/ Properties/ Pastoral Care
 - Support building revamp as first priority financially
 - Revamp current organizational structures – commonly asked question: do we really need all these committees?
 - Change the name of the church to not include Baptist.
- Other
 - Follow up outreach with in-reach
 - Prayer was a concern – provide more outlets of involvement & growth.
 - Senior Adults: Leadership is great, SS is great, events are great – keep it up and do more!



Implementation Plan

Implementation of the *Braving Deep Waters* initiative will involve many individuals. Attached to this document is a graphic, which depicts the structure for implementation of the plan.

The graphic indicates that there is a central *Implementation Team* with representatives from each of the *Dream Teams* (Identity, Depth, Connection, Worship, and Community) as well as the chairs or vice-chairs of the following: Deacon Council and Finance, Personnel, and Properties Committees. The Implementation Team will be responsible for integrating the plan into the life of the church. The Implementation Team will meet regularly to consider recommendations from the Dream Teams and to provide encouragement and support to everyone involved in implementing the plan. The Implementation Team will include the following members:

1. Chair—Pastor
2. Co-Vice Chair—Gary Moore, co-chair of Blue Water Team
3. Co-Vice Chair—Margaret Osteen, co-chair of Blue Water Team
4. Representative from the Identity Team—Jim Snowden, Betsy Stern, and an at-large member to be appointed by Gary and Margaret
5. Representative from the Depth Team—Jeff Byrd, Kristin Atkins, and an at-large member to be appointed by Gary and Margaret
6. Representative from the Connection Team—Crystal Holic, Mary Gurley, and an at-large member to be appointed by Gary and Margaret
7. Representative from the Worship Team—Kate Gross, Greg Galloway, and an at-large member to be appointed by Gary and Margaret
8. Representative of the Community Team – Lindsay Chamberlin, Laura Dietz, and an at-large member to be appointed by Gary and Margaret
9. Personnel Committee Chair
10. Finance Committee Chair
11. Properties Committee Chair
12. Deacon—Chair or Vice-Chair

Each of the members of the Implementation Team (except for the pastor) will serve until June 1, 2016, which is the beginning of the 2016 church year. Each of the Dream Teams will be led by the co-chairs mentioned above. In addition, the teams will include members from committees which have functions closely related to the mission of the particular Dream Team. Some *natural* connections might be as follows:

- Identity—Public Relations Committee
- Depth—Library & Scholarship Committees, Sunday School & Church Training Directors
- Community—Missions, Health Ministries, and Recreation Committees
- Worship—Music, Audiovisual, Baptism, and Flower Committees
- Connection—Bereavement, Guest Ministries, Homebound, and Ushers Committees

Co-Chairs of each Dream Team will be expected to invite the committees listed above to all meetings and to keep those committee chairs *in the loop* for all team plans and activities. Other interested individuals, who may not be on an existing committee, will be encouraged to find a place of service on one or more of the Dream Teams.

Some current committees may not have a *natural* connection with any particular Dream Team; however, chairs of these committees, e.g., Constitution, History, Nominating, Food Service, Stewardship, and Technology) will be contacted, as needed, by any of the Dream Teams and/or the Implementation Team.

The Dream Teams will serve, initially, as *think tanks* as they explore options for meeting the goals of the Implementation Plan. Teams may visit other churches, check websites for information, and prayerfully consider actions for our congregation beginning with a few steps, almost immediately, and planning to implement others within the next five years.

Dream Teams will make *recommendations for action* to the Implementation Team who will seek to coordinate the work of all the teams in conjunction with the Church Council. Dream Teams will lead the actions once the actions are approved by the Implementation Team and reported to Church Council. Many additional people within the church body will be called upon to help in implementing the plans of the Dream Teams.