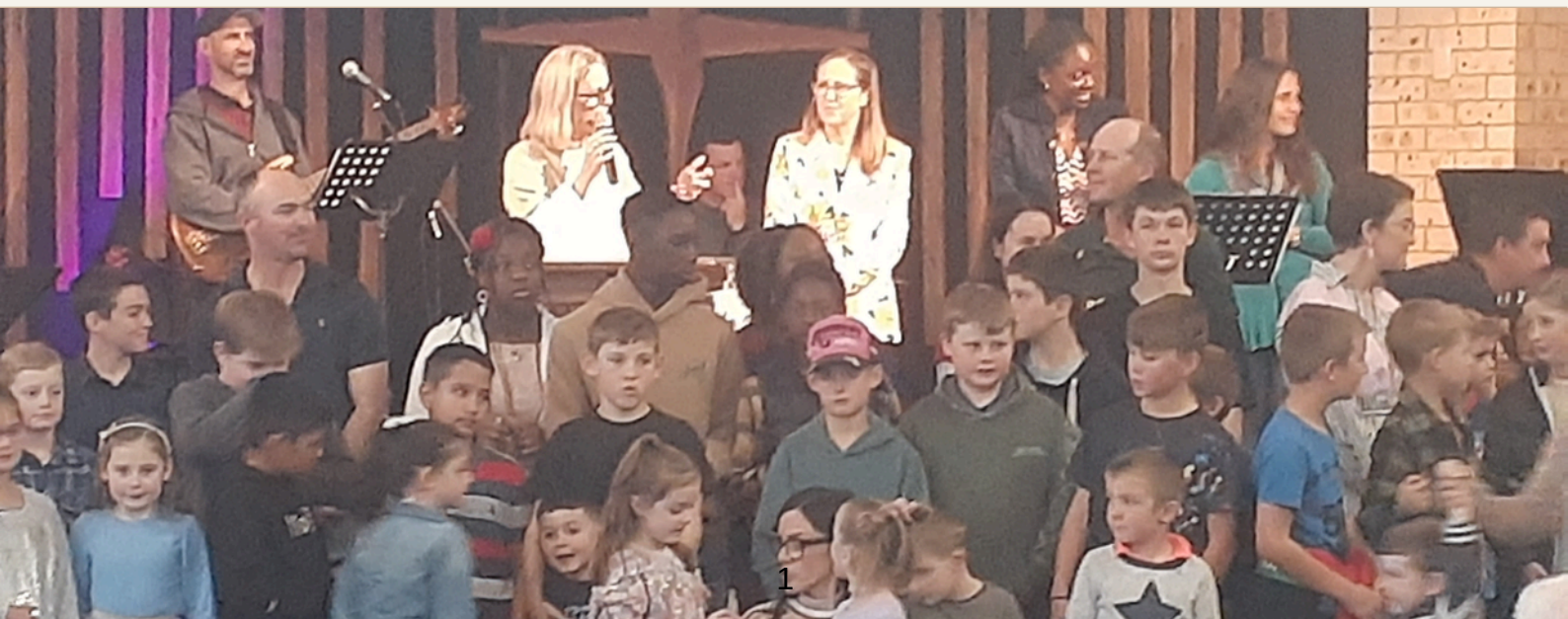




DUNWOODY BAPTIST CHURCH

# STRATEGIC PLAN 2025 - 2028

AND LET US CONSIDER HOW TO STIR UP ONE ANOTHER TO LOVE  
AND GOOD WORKS, NOT NEGLECTING TO MEET TOGETHER, AS IS  
THE HABIT OF SOME, BUT ENCOURAGING ONE ANOTHER, AND  
ALL THE MORE AS YOU SEE THE DAY DRAWING NEAR.  
HEBREWS 10:24-25





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# EXECUTIVE SUMMARY

In 2024 Dubbo Baptist Church began the church vision process. After a lot of prayer and listening to the Holy Spirit's guidance, we now have a new church vision for the next three years. A strategic plan has been developed to help the congregation achieve God's vision for this church.

Central to our plan is our mission:

**We seek to be a vibrant, growing community that honours God.**

**As followers of Jesus it is our goal to daily demonstrate and declare His love so that lives are transformed.**

And our church vision is:

## **Knowing, Growing, Sowing**

A body of believers who encourages one another by: Knowing (the Trinitarian God and our role under Him), Growing (in faith and love in God), Sowing (the gospel locally and beyond).

With the Holy Spirit's leading we have developed three "strategic priorities" that encapsulate what is essential in our service to God, each other and our local community as a congregation.

Strategic Priorities for the church vision:

**2025: Culture of Engaging and Outreach** (focus on engaging and witnessing)

**2026: Gifted for God's Glory** (focus on church body using gifts together)

**2027: Generational & Cultural Growth** (intergenerational & intercultural discipling & leadership development)

Aligned with each of these priorities are a series of 'ministry initiatives' that are pivotal in making sure our church's mission and vision is fulfilled over the next three years. We have identified who has key accountability for each of these initiatives in addition to identifying strategic partners for their implementation. To ensure that we stay on track with our plan, we have nominated "key outcomes" for each of the initiatives and included indicators of progress and measurement criteria so that we can regularly assess and report on these initiatives to the congregation. We believe that this plan will assist us in translating these commitments into practice.



# CHURCH MISSION AND VISION

## MISSION

We seek to be a vibrant, growing community that honours God. As followers of Jesus it is our goal to daily demonstrate and declare His love so that lives are transformed.

## VISION

### Knowing, Growing, Sowing

A body of believers who encourages one another by:  
Knowing (the Trinitarian God & our role under Him),  
Growing (in faith and love in God),  
Sowing (the gospel locally and beyond).



# CHURCH VALUES

## Fellowship

We are welcoming to newcomers and seek ways to include people into the whole life of the church. We are a community even when it is not Sunday.

## Multigenerational

Families and children are a focus of our ministry at all levels. They are included and we make efforts to make every event family friendly.

## Biblically Based

We have a high commitment to the Word of God, we read it in services, encourage private reading and study of the Bible and it is the basis of what we preach.

## Serving / Volunteering

We do not rely on paid clergy or staff to do all the work of ministry. We believe that all Christians are gifted for service, and we create a variety of opportunities for people to be involved in the ministry of the church.

## Corporate Worship

We value gathering on Sundays to worship the one true God. We get joy from seeing all ages and all cultures worshipping God in harmony.

## Christian Growth

We value growing in the knowledge of Christ, being Christ like and growing in obedience to Him. This happens corporately and individually.



# STRATEGIC PRIORITY ONE

DBC will have a priority in 2025 of  
**Culture of Engagement  
and Outreach**

As a church body we will focus on engaging new people to our church and intentionally building relationship.

As well as witnessing and inviting non-Christians to the Lord Jesus Christ.

- **Knowing**

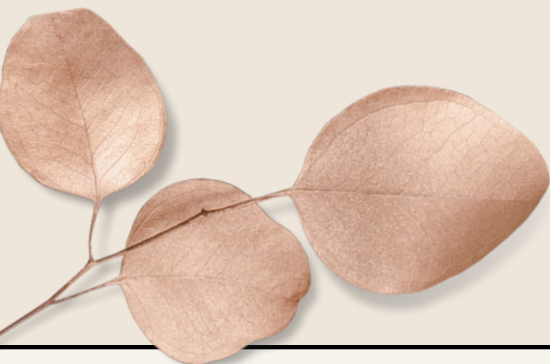
Preaching and teaching will focus on Jesus as Lord & how He is the example of Sowing. This will include practical training for all generations.

- **Growing**

The Church body grows together in faith as they share and disciple. There will also be an attendance growth.

- **Sowing**

All ministries will have a focus on witnessing and inviting. Especially those in contact with the community.



## INITIATIVES

1. Ministry team focused on developing a robust engagement process.
2. Have specific training on how to invite people to the Lord. One before the Olive Tree Media event & another before Alpha in the second half of the year.
3. Have specific training on how to disciple new Christians. One before the Olive Tree Media event & another before Alpha in the second half of the year.
4. Pastoral care for those who are undertaking the training and inviting and discipling.
5. Have clear pathway from inviting, attending, growth groups, volunteering.

## ACCOUNTABILITY

- Current Leadership

## OUTCOMES

- Increased amount of congregation knowing one another and inviting people to know the Lord.
- Increased faith from sharing their own faith.
- Increased baptisms, growth groups, discipleship and attendance because of people coming to the Lord.

## MEASUREMENT CRITERIA

- Measurement 1 - Ministry team focused on engaging and connecting new people. They are to develop a pathway for new people to Know, Grow and Sow.
- Measurement 2 – Two evangelistic training sessions run and two discipling sessions run. First before Olive Tree Media event & another before Alpha in the second half of the year.
- Measurement 3 – Majority of the church is witnessing or inviting non-Christians to meet Jesus by the end of the cycle of the strategic plan.
- Measurement 4 – New Christians attendance increased by 20% and baptisms by 50%. Two new growth groups for new Christians. To be commenced by the end of the cycle of the strategic plan.



# STRATEGIC PRIORITY TWO

DBC will have a priority in 2026 of  
**Gifted for God's Glory**

As a church body we will focus on knowing our gifts from God and how to use them to glorify God.

- **Knowing**

Preaching and teaching will focus on spiritual gifts. This will include guest speakers on this topic.

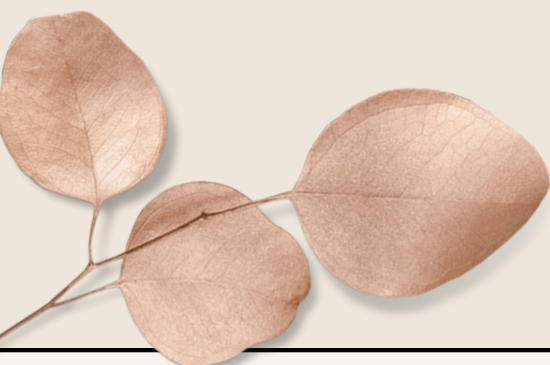
The congregation will know their gifts from the Spiritual Gifts course.

- **Growing**

The Church body will grow in knowledge and understanding of God's gifts to us. Increased growth in congregations' relationship with God as they use there gifts.

- **Sowing**

By using our God given gifts we witness to the our Lord and Saviour Jesus.





## INITIATIVES

1. Run a spiritual gifts course twice in 2026, and regularly thereafter.
2. Pastoral care for those who complete the course and encouragement to join a ministry team where they can serve according to their gifts.
3. Promote external opportunities for the development of spiritual gifts e.g. Morling College Courses.

## ACCOUNTABILITY

- Current Leadership

## OUTCOMES

- We will know the majority of the church better.
- Congregation will grow in knowledge and understanding of God's gifts to us.
- Increased growth in congregations' relationship with God as they use there gifts.
- Greater focus on using God's gifts means more focus on God's Kingdom.

## MEASUREMENT CRITERIA

- Measurement 1 – Spiritual gifts course run twice in 2026, and regularly thereafter.
- Measurement 2 – Majority of the congregation participate in the course, by the end of the cycle of the strategic plan.
- Measurement 3 – Those who participated in the course are pastorally cared for and have the opportunity to use their identified gifts regularly, by the end of the cycle of the strategic plan.
- Measurement 4 – Ministry teams grow in volunteers or new ministries are started by the end of the cycle of the strategic plan.



# STRATEGIC PRIORITY THREE

DBC will have a priority in 2027 of  
**Cultural & Generational Growth**

As a church body we will focus on discipling all generations and cultures. Ensuring each generation and culture have the opportunity to contribute across the life of the entire church. Developing existing and identifying emerging leaders.

- **Knowing**

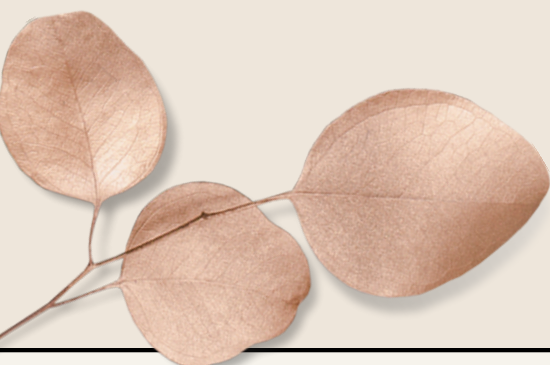
Preaching and teaching will focus on all generations and cultures working together for God's glory. This will include training on understanding how to reach each generation and culture.

- **Growing**

The Church body grows together by creating sustained moments of serving within, and outside, the Church. Undertaking leadership development training for existing and emerging leaders.

- **Sowing**

As each generation and culture is involved, they will learn how to witness to all.



## INITIATIVES

1. Throughout the life of the church implement:
  - an intergenerational and intercultural focus and
  - cater for the needs of certain strategic age and cultural groups.
2. Running a leadership course for existing and emerging leaders.
3. Promote external opportunities for the development of leadership e.g. Morling College Courses.

## ACCOUNTABILITY

- Current Leadership

## OUTCOMES

- Increased relationships between generations and cultures.
- Everyone is encouraged by seeing all generations and cultures active.
- Greater participation evidenced by all generations and cultures relating well with each other.
- Increased knowledge and growth in leadership in the context of church and living for God's glory.
- Greater opportunity for ministry growth as more people are equipped to lead.

## MEASUREMENT CRITERIA

- Measurement 1 – Greater participation in church ministries by different generations and cultures, by the end of the cycle of the strategic plan.
- Measurement 2 – Existing ministries expand to cater for the needs of certain strategic ages and cultural groups.
- Measurement 3 – Ongoing leadership training, completed by the end of the cycle of the strategic plan.
- Measurement 4 – Equipping more leaders for church growth / succession planning, completed by the end of the cycle of the strategic plan.

