

Indian Ministries Strategic Document

Purpose: To set forth the needs and intended actions for the future of Indian Ministries

Vision Statement:

As American Indian people believing in Jesus Christ and empowered by God's Holy Spirit, acting in unity while respecting the diversity of native culture, we are committed to leading people to the saving grace of Jesus Christ, in partnership with American Baptist Churches USA (ABCUSA).

Areas of Action:

These items included within the strategic document are considered most critical to the future success of Indian Ministries.

Critical Areas of Action:

- Organization
- Spirituality
- Family Ministries
- Unity
- Outreach
- Discipleship
- Communication

Common Assumptions:

- All activity is under the Lordship of Jesus Christ
- We will consistently seek the leading of the Holy Spirit
- God will be able to freely move through us to do His will
- As the churches implement this document, they will use the scriptures as their guide
- Because of our action, people will accept Jesus Christ as Savior and Lord
- Our church families will grow and mature in Christ
- Our churches will make a significant difference within their communities

Common Elements:

- We will continuously seek to improve the processes of each part of this document, its implementation and the results
- Evaluation of the overall strategic document and all related activities will always take place at appropriate times
- The activities of each participating church or organization will be shared for networking purposes, and Indian Ministries will support this networking through data gathering, compilation, assistance with analysis, and distribution
- Lessons learned will be recorded and shared for the benefit of all involved

- We will strive to have all churches affiliated with Indian Ministries participate in the implementation of this strategic document
- Cooperation among all involved in the activity related to this strategic document is of great importance, and unity will always be pursued
- When implementing the activity of the strategic document we will adhere to the following process whenever possible:
 - Plan — plan the detailed action steps carefully
 - Do — implement them in a limited way as a test
 - Study — study the results, determine if broad application is appropriate and change as needed before further action
 - Act — broadly implement the activity as intended

GOALS AND PROCESS INFORMATION

Area of Action: **ORGANIZATION**

Need: Self-determination

GOALS:

1. *Churches will be incorporated with bylaws and 501c3*
2. *Each church will do its own needs assessment*
3. *Each church will have a strategic short- and long-range plan*
4. *Indigenous leadership will increase*

Need: Restructure

GOALS:

1. *Where appropriate, the organizational structure will be changed for improvement and to support unity*
2. *Common purpose and opportunities for collaboration will be emphasized*
3. *Churches will attempt to use commonly held facilities in an effective and efficient manner that support unity and fellowship*
4. *The current ABCUSA staff assignment to Indian Ministries and the decision-making processes used concerning Indian Ministries will be evaluated; a process will be followed to determine the most effective and efficient use of staff and appropriate decision-making processes*

5. *Current property ownership of Indian Ministries-affiliated churches will be evaluated, and a strategy for future ownership will be developed*

Need: Church Administration

GOALS:

1. *Each church will have an organized structure that supports effective management*
2. *Each church will have equipped leadership for effective management*
3. *Congregations will be educated about church administrative roles and church polity*
4. *Congregations will successfully manage their finances and be able to sustain themselves*

Need: Money/Funding

GOALS:

1. *Churches will assess their financial needs and current capacity for sustainability*
2. *Churches will increase their sustainability, while decreasing their dependency on others*
3. *Churches will examine all funding support options*
4. *Capacity will exist in churches to pursue the funding options they choose*

Need: Stewardship

GOALS:

1. *Each church will set up and follow a budget*
2. *The number of members who tithe from all assets will increase*
3. *Debt-management and freedom-from-debt education and support will be provided to church members*
4. *Mission giving of Indian Ministries-affiliated churches will increase*

Area of Action: **SPIRITUALITY**

Need: Becoming Spiritually Sound

GOALS:

1. *Effective Bible-study programs that emphasize practical application of our faith will be available*
2. *The need to experience continued spiritual growth will be emphasized with a focus on each person's intimate relationship with God*
3. *The capacity of congregations to witness effectively will increase and result in more witnessing*

Need: Upbeat Services

GOALS:

1. *Churches will assess their understanding of and processes for worship to increase the capacity for more effective worship*

Need: Preaching

GOALS:

1. *Regular scheduled preaching seminars will be provided*

Need: Growth of Personal Ministries

GOALS:

1. *Understanding of empowerment issues within a congregation will increase*
2. *Shared power and its result in delegation of responsibility will be validated*
3. *Recognition, understanding and use of spiritual gifts will increase*
4. *Commitment to and participation by congregation in ministries will increase*

Area of Action: **FAMILY MINISTRIES**

Need: Youth and Young Adult Ministries

GOALS:

1. *Young people of the congregations will possess high self-esteem*

2. *Opportunities for young people to participate on the governing boards of the churches will be encouraged*
3. *Young people [the untapped wealth of Indian churches] will be provided with relevant opportunities to participate in church ministries, such as lay ministry, educating, Indian Caucus, evangelism, visitation, pastoring and other types of Christian service*
4. *Capacity of congregations to provide effective ministry with young people will increase*
5. *Young people will bring their peers to church*

Need: Children's Ministries

GOALS:

1. *Children in churches will assume more responsibility and ownership in worship and other activities*
2. *Children will display a capacity to pray openly*
3. *Children will display a capacity to use the Bible effectively*
4. *Children will participate in the full worship service*

Need: Family Relationships

GOALS:

1. *The number of family members that profess Christ as Lord and Savior will increase*
2. *Parental participation in church activities will increase*
3. *Family relationships will grow in love and respect with Christ as Lord*

Area of Action: **UNITY**

Need: Respect Individual Differences

GOALS:

1. *Church members will increase their acceptance of each other without expecting others to conform to their way of thinking (understand diversity as wealth)*

2. *Relationships among church members and others will become more Christlike, affirming each other and loving the unlovely*

Need: Team Building

GOALS:

1. *Understanding of common goals and efforts will increase*
2. *Successful projects will be celebrated with increased awareness within Indian Ministries*
3. *More effective resolution of differences will be pursued [i.e., conflict management]*

Area of Action: **OUTREACH**

Need: Family Needs

GOALS:

1. *Institutional support within the community will increase, such as day care centers, hotlines with trained counselors, service centers, publications and resource library*

Need: Community Needs

GOALS:

1. *The number of church members participating in civic organizations and volunteering for community activities will increase significantly*

Area of Action: **DISCIPLESHIP**

Need: Christian Education

GOALS:

1. *Church members will continue to increase their competency in use of Biblical resources*
2. *Bible study will increase*
3. *Christlike leadership models will be available for capacity-building of church leadership*

Need: Support of and Education about Native Culture and Traditions

GOALS:

1. *Young people will respect elders, and elders will value young people*
2. *Where appropriate, churches will support community activity that encourages use and retention of native languages*
3. *Church members will be taught about their tribal histories and supported in the practice of tribal customs, as is appropriate within each congregation*

Need: Sunday School

GOALS:

1. *Sunday school attendance will increase*
2. *Sunday school programs will provide lessons that are helpful and relevant to those in attendance*

Need: Pastor's Education

GOALS:

1. *Pastors will be skilled at helping members resolve conflicts*
2. *Pastors will know how to provide effective counseling concerning substance abuse, family violence, coping with loss, etc., and understand when to refer an individual to another for counseling*
3. *Pastors will participate in continuing education to increase/enhance their pastoral skills*

Need: Total Health and Wellness

GOALS:

1. *Church members will be knowledgeable about dietary needs and exercise within a substance-abuse free existence, and will demonstrate effective use of that knowledge*
2. *Church members will demonstrate spiritual strength through prayer, fasting, self-discipline, peacefulness, etc.*
3. *Church members will work cooperatively in the community to decrease suicides, depression, anxiety and other emotional challenges*

Need: Understanding Relationship with ABCUSA

GOALS:

1. *Church members will be able to explain the relationship to others*
2. *Church members will increase participation in regional activities and Biennial meetings*

Area of Action: **COMMUNICATION**

Need: Material Needs

GOALS:

1. *Churches produce and distribute effective publications, such as flyers, newsletters, email, etc.*
2. *All churches have adequate computers with modems, software, fax machines, etc. and the ability to use them effectively*
3. *Where appropriate and possible, churches will access email systems for networking with other churches, organizations, etc.*
4. *Adequate transportation will be available to church members so they can participate in church-related activities*

Need: Networking and Communication within and among Churches

GOALS:

1. *Church members will be informed about developments in their churches, regions and ABCUSA*
2. *Each church will have a secondary contact person with a published phone number and address who is generally accessible*
3. *Churches will report their activities so that other churches can be encouraged and learn from their experiences*