



**Pilgrim Journey Baptist Church
7204 Bethlehem Road
Henrico, VA 23228**

Rev. Angelo V. Chatmon, Pastor

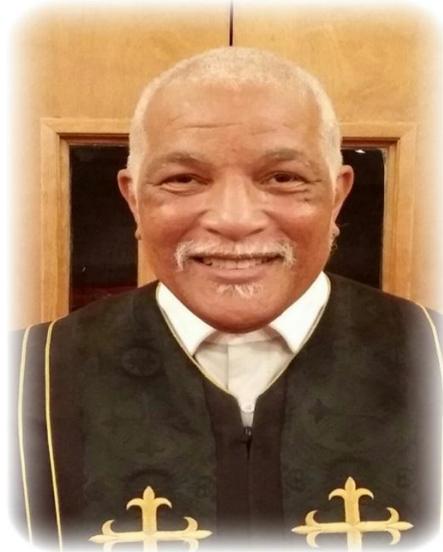
**Strategic 5-Year Plan
2016 – 2020**

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PASTOR'S STATEMENT



Greetings Members of Pilgrim Journey, present and future:

The document that follows serves as a light onto your pathway, and a lamp unto your feet. It will provide the lenses for which we will assess our contribution to the work of the Kingdom, and measure our commitment to be a church “Living Together in Love”. The motto that grounds us so that we may continue to strive to be an unusual and provocative congregation who finds favor with God while being a blessing to the community.

Always look forward to new ways in which God will manifest both goodness and glory to us. May we always be a congregation the Holy Spirit visits and whose presence is strongly felt.

It is my great pleasure to serve the people here at Pilgrim Journey.

In Christian Love,
Rev. Angelo V. Chatmon, Pastor

INTRODUCTION

The Pilgrim Journey Baptist Church (PJBC) Strategic Plan is intended to address ways and a time frame to accomplish PJBC's vision using the resources available to us. It helps us to align the unique gifts and resources God has given to us to take advantage of opportunities when presented to accomplish the goals of the church.

A strategic plan is a living document that helps us create a future view of our church's needs and the actions required to meet its goals. The strategic plan serves us well in defining PJBC core values, mission, vision, and long-term ministry aspirations. The process encouraged us to envision a desired future, then translate that future into goals and initiatives to achieve the desired outcome.

The Pastor established a Strategic Planning Committee (SPC) comprised of volunteers from the membership representative of the various ministries, auxiliaries, and committees.

It was important for members of PJBC to remember that strategic planning involves every one of all ages in the church. Member feedback was essential and provided a source of focus and direction that leads to the ministries prioritization, improvements in structure, and promotes the actions necessary to achieve our vision. Therefore, the Strategic Planning Committee (SPC) invited the membership to take part in the "PJBC Visions-Strategic Initiatives" survey to gain their input in thinking about the present and future of our church. Member feedback was essential and provides a source of focus and direction that will lead to the ministries prioritization, improvements in structure, and promote the actions necessary to achieve our vision.

Pilgrim Journey Baptist Church has stood as a beacon of the Broad Street Garden neighborhood for one hundred and twenty-five (125) years, empowering its members to offer their unique gifts in service and offering inspiration in the community.

The purpose of the Strategic Plan is to provide clarity on the ministries and services we provide, should provide and the manner in which we should provide them. It also builds on strengths and successes of the past, while creating new goals to meet a rapidly changing environment while at the same time keeping it in the realm of the Holy Spirit.

PJBC MISSION

The mission and aim of the Pilgrim Journey Baptist Church is in accordance with the Holy Scriptures, and undergirded by the Articles of Faith. We are established for the purposes of Christian education and spiritual development: spreading the word of God through evangelism and public ministry; empowering the fellowship through worship.

PJBC VISION STATEMENT

Living together in love and faith while extending God's promise through spiritual development, education, service, and fellowship.

“Where there is no vision, the people will perish...” (Proverbs 29:18)

PJBC PRINCIPLES

Composed of a group of collectives that define our self-identity, activity, and spirituality as a congregation. These collectives provide the congregation anatomy and strategies for how we proceed in ministry in the world.

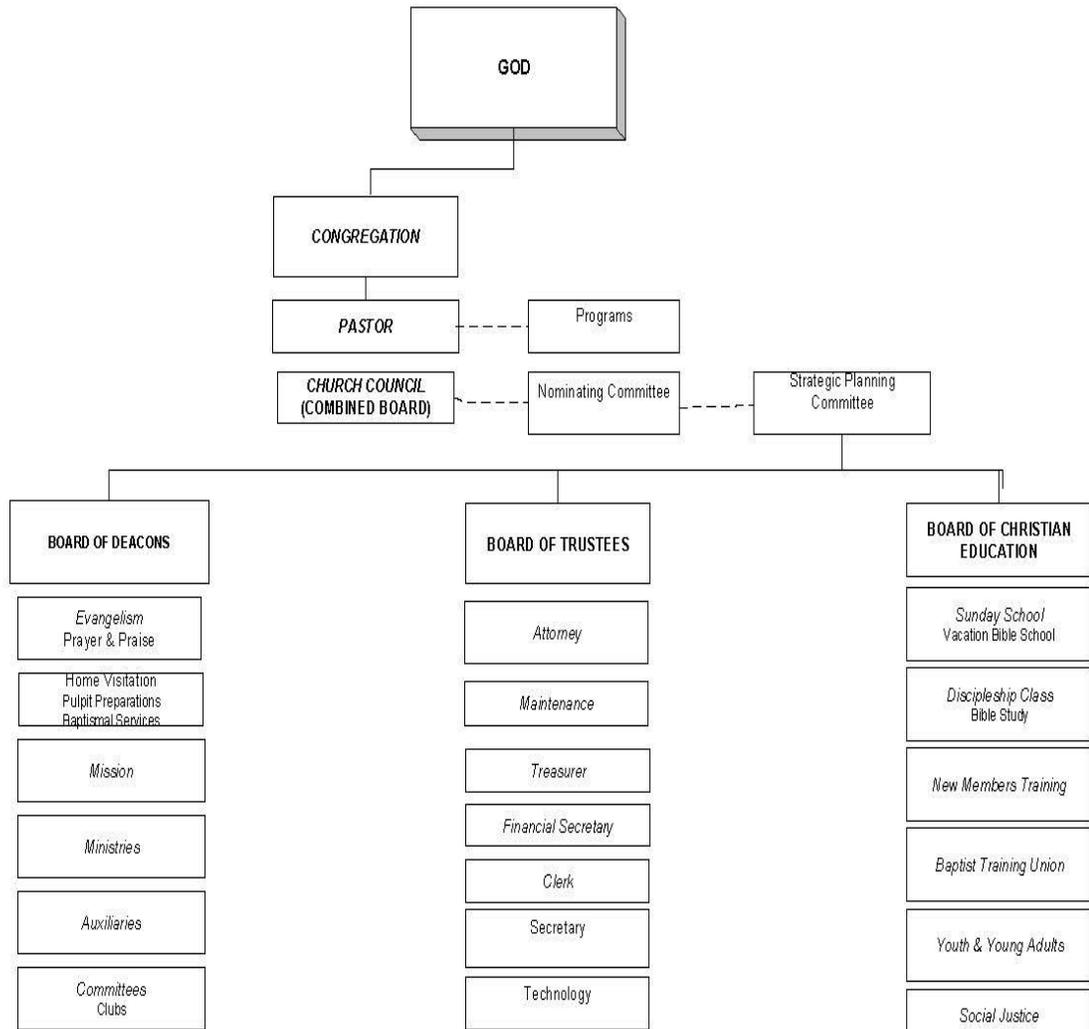
- A Collective Consciousness
- A Collective Spirit
- A Collective Nature
- A Collective Faith
- A Collective Love
- A Collective Trust
- A Collective Mission
- A Collective Objective
- A Collective Optimism
- A Collective Peace
- A Collective Virtue
- A Collective Future

CHURCH ORGANIZATION CHART

Web Site: www.pjbrichmond.org
 Email: pilgrimjourneybaptistchurch@gmail.com
 Web Master: pjbcweb@gmail.com

PILGRIM JOURNEY BAPTIST CHURCH

7204 Bethlehem Rd.
 Henrico, VA 23228
 (804) 672-9319



Tuesday, November 15, 2016

KEY DATA REVEALED BY SURVEY & SWOT ANALYSIS

Respondents:

Respondents of the survey were comprised of individuals representing members of the congregation. The respondents were both male and female, ages ranging from 12 – over 71, living in various areas of the City of Richmond and surrounding jurisdictions: Richmond City north side, south side, east end, west end; Henrico County, Chesterfield County, Hanover, Ashland, and Mechanicsville. A total of 77 responses were received, which is representative of approximately 1/3 of the total membership.

Respondents to the SWOT Analysis were members of the various ministries, auxiliaries, and committees of the church, member input from church meetings, and strategic planning committee discussions.

SWOT ANALYSIS

(Strengths, Weaknesses, Opportunities, Threats)

Strengths:

- Excellent pastor with strong vision
- Direct access to Pastor and ministerial staff
- Ample opportunities to serve on ministries, auxiliaries, committees
- Variety of programs/activities to participate in
- Many opportunities available to study God's word
- Church location
- Mission projects
- Music and dance ministries
- Leadership that is willing serve and work together
- Student scholarships
- Strong youth programs
- Informative website

Weaknesses

- Weekly financial donations
- Consistent communication among all members, ministries, auxiliaries, committees, staff
- Organizational planning
- Responsiveness to requests for information
- New member retention
- Lack of written standard operating procedures
- Technology challenges (still doing some things manually vs. using technology) to operate efficiently
- Lack of community outreach
- Low attendance to available opportunities for spiritual development
- Lack of meeting/classroom space
- Male membership and participation
- Commitment to consistent active participation in organizations/groups
- Church collateral (flyers, visitor brochures, church contact cards, etc.)
- Inconsistent capital procurement process
- Consistent office hours

Opportunities

- Tithing
- Fundraising
- Spiritual development
- Promotion of team spirit within church committees/groups that will encourage a sense of unity in the church
- Tap into/utilize member talents, skills, gifts
- Mentoring/Tutoring
- Automation/technology
- Marketing
- Networking
- Workshops
- Clarification of budget needs and process
- Improved coordination of services/activities
- Benchmarking
- Succession planning
- Innovative ideas/thinking outside the box
- Involvement in community activities

Threats

- Lack of financial growth
- Revenue generation
- Economic conditions
- Resistance to change
- Personality clashes
- Loss of young adult population
- Managing member expectations

RECOMMENDATIONS

GOALS/INITIATIVES

The focus of the plan is on specific goals and objectives, strategies, and tactics in the areas of:

1. Training/Development/Christian Education
2. Fellowship/Missions/Community Outreach
3. Media/Technology/Communication
4. Facilities/Grounds/Building for the Future
5. Fiscal Responsibility/Stability

GOAL 1: TRAINING/DEVELOPMENT & CHRISTIAN EDUCATION

Initiative 1 – Conduct/Attend Leadership Workshops (annually)

Initiative 2 – Provide training sessions on the following topics:

Life Change
Personal Financial Planning
College Financial Planning
Computer Software
African American History
Giving/tithing
Conflict Resolution (youth & adult)

Initiative 3 – Enhance or Create/Develop the following programs:

Adult Sunday School
Youth Sunday School
Youth Bible Study
Youth Discipleship
Tutoring (K-12 for math, English, reading comprehension)

Initiative 4 – Develop training programs for the following:

Church financial planning
Church succession planning
Social Justice
Coaching youth
Developmental training for positions in the church & Deacon
Training

Initiative 5 – Study Material

Publish quarterly bible study subject matter
Sunday School Teacher Curriculum

GOAL 2: FELLOWSHIP/MISSIONS/COMMUNITY OUTREACH

Initiative 1 – Congregational Fellowship

Church picnic
Church day trips
Bowling night
Game night
Singles ministry
Annual holiday party
Marriage ministry
Family prayer/bible study
Fishing trips

Initiative 2 – Community Events

PJBC Open house for members & community
Hold Outside service
Host block party for National Night Out

Initiative 3 – Missions

Prison ministry
Clothes Closet
Support the following programs/organizations:
Daily Planet
Red Cross
Food Bank
CARITAS
Food Pantry

GOAL 3: MEDIA/TECHNOLOGY/COMMUNICATION

Acquire new sound system
Acquire additional monitors
Acquire membership/reporting/financial software
Utilize social media
Publish quarterly newsletter on church website
Interactive website
Electronic payments (pledges/donations)

Add specific office hours on Sunday program and webpage
Upgrade Ustream service
Upgrade wi-fi service

GOAL 4: FACILITIES/GROUNDS/BUILDING FOR THE FUTURE

Develop/Acquire Master Building Plan
Expand Pastor's office/purchase new furniture
Purchase glass door for sanctuary
Upgrade restrooms
Enlarge pulpit, choir loft, choir room
Purchase new furniture/equipment for meeting/classrooms
Get on Henrico sewer system
Purchase utility storage building
Pave entire parking lot
Expand vestibule
Expand sanctuary
Enlarge fellowship hall
Expand kitchen/complete with industrial equipment
Create fully equipped conference room
Create library
Create nursery area
Construct full service community life center
Create/equip children's playground

GOAL 5: FISCAL RESPONSIBILITY

Lead the church into financial prosperity to meet budget obligations and ministries
Build up church savings
Build up church endowment fund (organizations donate 10% of fundraising, members include church in wills, etc.)

GOALS/INITIATIVES PROPOSED TIMELINE

	2016	2017	BEGIN IMPLEMENTATION			2021 +
			2018	2019	2020	
TRAINING/DEVELOPMENT & CHRISTIAN EDUCATION						
Leadership Workshops (attend and/or facilitate at least 1 annually beginning 2016)	X					
Facilitate Life Change Workshops		X				
Personal Financial Planning (annually)	X					
College Financial Planning (annually)	X					
Church Financial Planning		X				
Church Succession Planning		X				
Computer Software		X				
Adult Sunday School	X					
Youth Sunday School	X					
Youth Bible Study		X				
Discipleship Program	X					
Discipleship Program (Youth)			X			
Cultural/historical education	X					
Publish quarterly bible study subject matter			X			
Sunday School Teacher Curriculum training	X					
African American History	X					
Social Justice	X					
Youth work coaching/mentoring		X				
Youth conflict resolution	X					

	2016	2017	2018	2019	2020	2021 +
Youth - Importance of education	X					
Scouts	X					
Choir Workshop (annually)		X				
Full-time Youth Minister on staff			X			
Giving/tithing education		X				
Tutoring (K-12 for Math, English, reading comprehension)			X			
Developmental training for positions in the church & Deacon training program			X			
FELLOWSHIP/MISSIONS/ COMMUNITY OUTREACH						
Congregational Fellowship						
Church picnic		X				
Church day trips	X					
Bowling night		X				
Game night		X				
Singles ministry			X			
Annual holiday party	X					
Marriage Ministry			X			
Family prayer/bible study		X				
Fishing	X					
Community Events						
PJBC Open house (Community)		X				
Outside service		X				
Block Party - National Night Out		X				
Car washes						
Establish a Prison Ministry			X			
Clothes Closet				X		

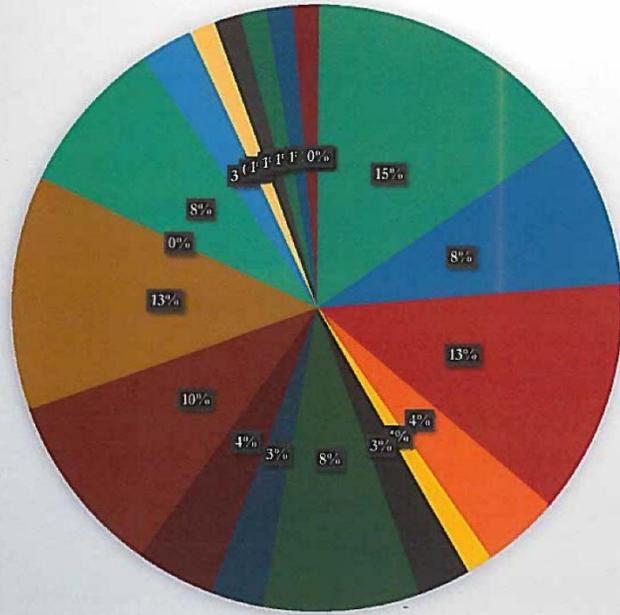
	2016	2017	2018	2019	2020	2021 +
Support outside organizations/programs (Daily Planet, Red Cross, Food Bank, CARITAS, Rubicon)	X					
Establish Food Pantry				X		
Serve as disaster recovery site for neighborhood (hurricanes, etc.)					X	
Youth Outreach programs			X			
MEDIA/TECHNOLOGY/ COMMUNICATION						
New sound system			X			
Additional monitors	X					
Acquire/Utilize reporting/financial software			X			
Utilize social media	X					
Quarterly newsletter on-line		X				
Sound shield for drums			X			
Interactive website	X					
Put church closings on TV, website, church voicemail	X					
Membership tracking software			X			
Electronic payments - pledges/donations	X					
Specified office hours/include on bulletin & webpage		X				
Ustream entire service	X					
Better wi-fi service		X				
FACILITIES/GROUNDS/BUILDING FOR THE FUTURE						
Develop/acquire Master Building Plan		X				
Enlarged restrooms, pulpit, choir loft, choir room					X	

	2016	2017	2018	2019	2020	2021 +
Glass door for sanctuary					X	
Henrico sewer system			X			
Purchase new Furniture and Equipment - meeting/classrooms				X		
Purchase Utility storage building				X		
Enlarge Paved parking lot			X			
Expand vestibule						X
Expand sanctuary						X
Fully equipped conference room						X
Construct full service community life center						X
Children's playground			X			
Expand Pastor's Office/new furniture					X	
Enlarge fellowship hall						X
Library/daycare						X

**Pilgrim Journey Baptist Church
Strategic Planning Committee**

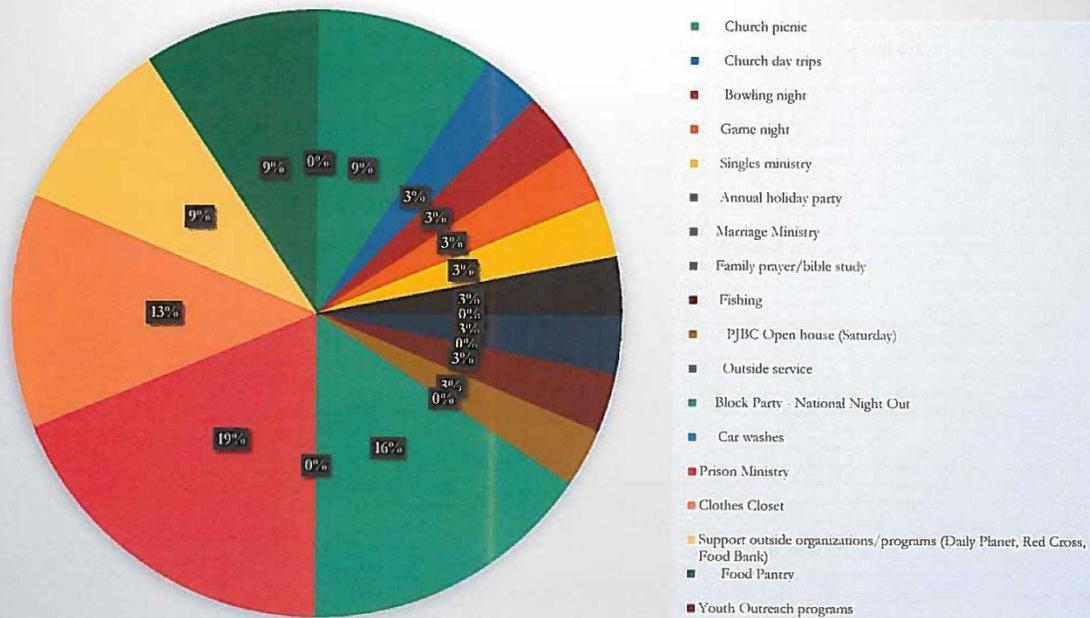
2015 VISION SURVEY RESULTS

Training & Development

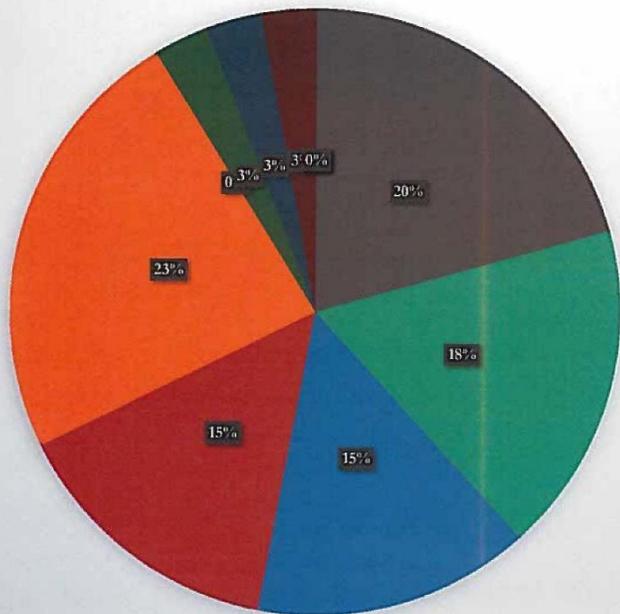


- Leadership Workshops
- Life Change Workshops
- Personal Financial Planning
- College Financial Planning
- Church Financial Planning
- Church Succession Planning
- Computer Software
- Adult Sunday School
- Youth Sunday School
- Youth Bible Study
- Discipleship Program
- Discipleship Program - Pre-teens/teens
- Cultural/historical education
- Publish quarterly bible study subject matter

Fellowship/Mission/Community Outreach

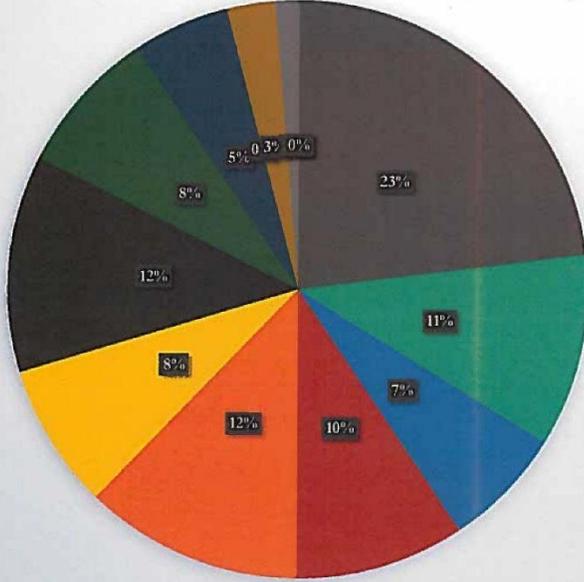


Media/Technology/Communication



- New sound system
- Additional monitors
- Utilize reporting/financial software
- Utilize social media
- Quarterly newsletter on-line
- Sound shield for drums
- Interactive website
- Put church closings on TV, website, church voicemail
- Membership tracking software
- Electronic payments - pledges/donations
- Specified office hours/include on bulletin & webpage
- Ustream entire service
- Better wi-fi service

Facilities/Grounds/Building for the Future



- Enlarged restrooms, pulpit, choir loft, choir room
- Glass door for sanctuary
- Henrico sewer system
- Furniture-Equipment - meeting/classrooms
- Utility storage building
- Paved parking lot
- Expand vestibule
- Expand sanctuary
- Fully equipped conference room
- Construct full service community life center
- Other
- Children's playground
- Expand Pastor's Office/new furniture
- Enlarge fellowship hall
- Library/daycare

ACCOMPLISHMENTS TO DATE (Since Development of Plan)

Training/Development & Christian Education

Established Strategic Discipleship Classes – Level 1 & 2
Established Social Justice Ministry

Fellowship/Missions/Community Outreach

Established opportunities to donate to Food Bank
Annual sponsorship of CARITAS
Mission donations to Haiti

Media/Technology/Communication

Acquired additional monitors for Fellowship Hall, Vestibule, Sanctuary
Utilizing social media (Facebook)
Updated webpage
Implemented electronic pledges/donations
Upgraded Ustream service
Post church closings on website and local TV stations
Upgraded administrative office computer, printer/copier
Acquired new keyboard for choirs

Facilities/Grounds/Building for the Future

Repaved and marked parking lot
Upgraded restrooms
Acquired steam cleaners for Fellowship Hall furniture

CONCLUSION

A progressive church is in tune and rhythm with its members, its mission and its call. To achieve excellence in many areas, this church is inclusive and open and reaches out to all with love, hope and caring. Worship services draw people from throughout the city, not just particular neighborhoods. Pilgrim Journey Baptist Church is striving to be that church.

With courage, PJBC steps forward to address issues others ignore and invites partners to focus on critical issues. Being grateful for gifts of talent and facilities PJBC joins with others to enrich the fabric of community life. Through engagement in its mission and ministries, members have opportunities to share their gifts. Through leadership members respond enthusiastically and generously as they find their call and serve, resulting in transformed lives for those who serve and for those who receive service.

Members of PJBC yearn to hear God's call and want their church to offer ways for them to not only hear but respond to that call. When offered opportunities, our congregation responds in amazing ways. These experiences include worship, education, outreach, giving, and spiritual growth. Through our active participation, we are transformed by God.

Worship is the primary way we connect with God and the Word. We acknowledge and respond to the various needs of our members and visitors as we plan and worship together.

Education opportunities will be expanded and strengthened by offering studies in all areas. Our goal will be to always connect our studies to living out the information shared, connecting what we are doing to the relevance in our church, community.

In outreach we will listen to the needs of our congregation, community and city and respond to those needs.

In Giving we will offer transparency in sharing the ways we give and how that giving works in our church.

Spiritual growth helps us to align our life and faith with the teachings and life of Christ. We will create ways to connect members' questions to scripture as we prepare classes, outreach opportunities and worship experiences.

**PILGRIM JOURNEY BAPTIST CHURCH IS MAKING PROGRESS IN THESE
NEW AND/OR ENHANCED PRACTICES.**