

EPBA, Present and Future “Proposing a New Strategic Direction”

Dear Pastors & friends of EPBA;

By now, very few members of our Association should be unaware that EPBA is engaged in a strategic planning process for the future. This process began when the Executive Board called a new Director of Missions earlier this year. EPBA is strategically positioned at this time to make some dynamic, systemic changes that will shape its future for more effective missional Christian service to Baptist Churches, the El Paso Region and abroad.

Through the process of “learning the ropes” as a new DOM over these past seven months, utilizing my experience and being a part of the current system, I have been able to make some determinations as to the association’s effectiveness in some critical areas. Please remember that after six to eight months, a new leader begins to lose his “newness” and actually becomes a part of the existing status quo. Therefore, I believe now is the time to speak about these observations in order to serve as an agent of change. The ministry areas I’m referring to are, missions & outreach, pastor & church relations, internal associational structure, committee effectiveness, strategic team effectiveness, leadership development, church planting, relationships with external ministries (BSM, Aspendale, Baptist Men, Disaster Relief, WMU, IBBI, etc.), community relations and relationships with the State Conventions and National SBC Boards (IMB, NAMB).

Throughout August and September of 2009, I have shared a summary of these observations with the EPBA staff, the Administrative Committee and a few other key leaders. Along with the summary, I began proposing a plan that will enhance EPBA’s overall effectiveness as a missions organization and hopefully, better prepare it for the challenges it will face throughout the 21st Century. This plan is derived from observing successful large associations throughout Texas, modeling leadership structures of growing churches, applying successful principles of non-profit organizations, prayer and consultation.

My goal is to present a brief sketch of the plan to the Executive Board Meeting September 22nd. The overall goal of the plan is to lead EPBA into a “Team Led” structure in order to be more effective in it’s mission.

Next Steps:

At the September 22nd, 2009 Executive Board Meeting propose that the By-Laws Revision Team be re-commissioned and announce the opening of two staff positions (Church Plant Director & Administrative Assistant).

By October 2009, I will assemble a team (Strategy Team) of cooperating leaders who will help refine the “Team Led” vision and walk the journey of change. This team would be dissolved as

soon as the new Executive Leadership Team is voted in by the Executive Board. This team would serve as the search committee for new positions. The Strategy Team will also help identify new Team Leaders based on faithfulness, willingness, gifting, availability, history with EPBA and flexibility, etc.

My hope is that by December 2009 we can identify the people who can fill two staff positions (Church Plant Director and Administrative Assistant/Financial Secretary). These positions would actually begin on January 1st, 2010.

Assuming we receive the full support of the Executive Board, we expect to present to the Executive Board (nominate) names of leaders to head Ministry Teams at the February Board Meeting. Once voted in, the Ministry Team Leaders would ultimately comprise the Executive Leadership Team who along with the DOM will constitute the monthly decision making body of EPBA. Here are some examples of the proposed teams; Church Plant Team, Finance Team, Administrative (Personnel) Team, Missions/Outreach Team, Pastor/Church Relations Team, Property Team, Camps Team, External Ministries, etc.

Ultimately, my vision is to have the EPBA's bi-laws revised, people in place and functioning, vision refined and have a sound functioning organization by Annual Meeting 2010.

This DOM is looking forward to leading the association through the exciting process of becoming "Team Led." During the next year we hope to identify new leaders, encourage current leaders and be amazed as the Lord strengthens EPBA to fulfill its mission of facilitating the missions mandate on the El Paso borderland.

In order to be faithful to our missions mandate in El Paso and abroad, we need your prayer, financial support and the gifts and abilities of your congregations. EPBA exists to serve, connect, facilitate and compliment the Baptist Churches in our community. We function on a monthly basis with the funds received from our member churches (church offerings and gifts). We are very grateful for those churches that faithfully and consistently give to EPBA and encourage the churches who are not giving to initiate the practice of giving.

Here are some things for you to keep in mind:

- ❖ Executive Board Meeting @ Grandview Baptist Church on September 22nd; 6:00 pm
- ❖ EPBA Annual Meeting @ First Baptist Church Ysleta (Alameda & Davis Street) October 17th, 2009; 1:30 pm
- ❖ Church Plant Fundraiser November 12th, 2009 @ FBC; 6:30 pm
- ❖ Pray for each other, for EPBA and the transition to Team Leadership
- ❖ Participate in the process of change (then it will belong to you as we cooperate with the Holy Spirit)

With Sincere Hope for the Future,

Joseph Christopherson, Executive Director
El Paso Baptist Association