

*People Programs Projects*

# NEXT

2025-2030



**BREESPORT**  
BAPTIST CHURCH  
MISSION FORWARD

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# BREESPORT BAPTIST CHURCH 2025-2030 STRATEGIC PLAN

## INTRODUCTION:

This effort marks the fourth five-year strategic plan that Breesport Baptist Church has adopted and used as a ministry guide under the senior leadership of pastor Doug. Such plans have served to guide our thinking, budgeting, preaching, outreach, programming, and vision in the past and we pray that this plan may, under the blessings of God and the unity of the Body, do so again.

We are calling this five-year strategic plan “NEXT.” We landed on that name because this plan is designed to cause us to take a hard look at who we are and what we are doing in preparation for what the Lord might have for us NEXT. We believe this plan will position us for greater ministry effectiveness not just in the next five years, but over the NEXT 10 years and even beyond.

This plan breaks down into three distinct categories. The first is people. Ministry is ultimately about the glory of God in the salvation and building up of people. This always requires leadership and sometimes it requires full-time vocational leadership. This naturally leads us into the second category, which is programs. The danger of a program is that, in time, it becomes about keeping the program going, even if it has outlived its usefulness and effectiveness in making disciples. A program exists to serve people. It is our goal to evaluate our current discipleship programs and establish some much-needed ones that we believe we are lacking in. The third category revolves around a couple of big projects that we feel called to investigate and seek the Lord for.

**NEXT** People – Programs – Projects

## WHAT IS YOUR NEXT STEP?

Whether you’re a first time guest or a regular attender, we want you to know what your next steps are here at Breesport Baptist Church. Please visit the church website for additional information.



**Salvation** - if you’ve never believed in Jesus for the forgiveness of your sins, that’s your next step today. See pastor Doug if you have questions about this.



**Baptism** - if you’re a Christian, but you’ve never been baptized, that’s your next step. Please see pastor Doug today or contact him at [dforman@Breesport.org](mailto:dforman@Breesport.org).



**Connect** to a Life Group - our Life Groups are small gatherings of 8-12 individuals who meet for about 90 minutes each week. Contact pastor Mike at [mharris@Breesport.org](mailto:mharris@Breesport.org) if you’re interested.



**Grow** – we have lots of opportunities for you to grow in your understanding and application of the Bible to your life from Sunday School to Wednesday Evening.



**Serve** – there are a number of ways that you can get involved to serve others inside and outside the church. See pastor Mike if you’d like to be a part of a ministry team.



**Multiply** - every believer needs to be on mission all the time. If you’d like to know how you can more effectively live on mission please contact pastor Doug.



**Membership** - if you want to experience the fullness of what this faith community has to offer, then membership is for you.

## CONCLUSION:

It is vitally important that, as we look to the future, we are building the healthiest church possible. That isn't to say that things are bad now, but it is to say that we should always have a holy kind of discontent with where we are. This is the heart that pushes us forward toward spiritual maturity and missional effectiveness.

We would ask that each of you prayerfully consider each of these proposed initiatives. At this point, we don't know which of them might simply be our ideas and which of them are God's will for our church. We will discover that together as we move forward.

The pastors of the church want to encourage you to ask questions, offer your best counsel, get involved in areas that align with your passions, and be ready to move forward courageously as we discern the Lord's leading. It is a privilege to serve among you and to labor side by side for the glory of God and the advancement of the God.

*11 To this end we always pray for you, that our God may make you worthy of his calling and may fulfill every resolve for good and every work of faith by his power, 12 so that the name of our Lord Jesus may be glorified in you, and you in him, according to the grace of our God and the Lord Jesus Christ.*

*(2 Thessalonians 1:11-12)*

Will we accomplish everything that this document puts forward? Doubtful. With that said, however, there is benefit in the searching, seeking, and investigating and if the answer is ultimately, no, then praise the Lord for making His will clear to us through the process of chasing big things together for the glory of His name. Pastor Doug has said many times, "We should be chasing things that are so big that if God is not in them, they will surely fail."

This document has been revised many times in the planning process. It has been reviewed by your pastors, deacons, and trustees and we humbly submit it to you now in hopes that you would join us in prayer as we continue to seek God's leading into the future.

May we always be motivated and directed by the King of Kings, and His great commission that He has given to His Church.

*18 And Jesus came and said to them, All authority in heaven and on earth has been given to me. 19 Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, 20 teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age."*

*(Matthew 28:18-20)*

## **PEOPLE**

### **Equip the Twin Tiers Christian Academy Head of School for long term success.**

September 2025 begins the school's 50th academic year. We praise the Lord for providing Mrs. Brittany Matteson to be the Head of School for Twin Tiers Christian Academy. She is a TTCA graduate, an experienced and credentialed educator, and a member of Breesport Baptist Church. She brings passion and enthusiasm and a love for the Lord, teachers, students, and teaching.

The church and school leadership is committed to helping her be as successful as possible because we believe that if she is successful, then the school will be successful. Furthermore, the school is such a significant part of the church's ministry that if it is successful, then the church will be more successful in its God-given mission to make more and better disciples.

Pastor Doug will be committing time each week that school is in session throughout the 2025-2026 academic year to meet with Mrs. Matteson and other key leaders in the school to ensure cohesion, communication, and unity while she acclimates herself with the ministry of the school and begins to refine her vision for the future of the school.

### **Investigate purchasing a building in the community to create a Ministry Center.**

This initiative is centered around the desire to have additional space for Biblical counseling and "pop-up" sites for other local ministries and services to use (Mosaic of the Southern Tier, the Food Bank, etc.). It could also retain or possess at least one bedroom and bathroom to serve as a hospitality suite for visiting missionaries.

We will not begin to investigate this potential opportunity until we have completed the investigation of the aforementioned Y&E Building project, as the answer to those questions would have a substantial impact on this one. Therefore, it is expected that this initiative will not get underway until the last two years of the strategic plan.

4. Is the current location of the school (in Breesport) the right place to make further investment in the building or should the school be relocated to a more visible and accessible location that can be remodeled or renovated to fit the school's needs?
5. What other questions should we be asking that we don't yet know we ought to ask?

This would undoubtedly be a large and costly endeavor, but I would remind us that the Y&E Building had a total construction cost of \$2,300,000.00 and, by God's grace and provision, was paid off in five years and ten months through the sacrificial generosity of so many people. If God is not in it, we should not proceed. However, history has taught us that if we perceive that He is, we should not fear moving forward. It is estimated that we should form an exploratory subcommittee by the end of 2026.

## **Identify and Hire a Third Full-time Youth and Digital Campus Pastor**

This hire is strategically important for the following reasons:

- Pastor Doug will celebrate his 15th anniversary in September of 2025. He will be 55 years old and is anticipating stepping out of the lead role in 10 years from this writing.
- Pastor Mike has already transitioned into a volunteer position and while we anticipate that he will stay engaged as he is able and desires to, five years from now it will undoubtedly be reduced from what it is today.
- As a result of that we are anticipating that pastor Andy will be taking on some new roles within the scope of this strategic plan. He is a man of many talents and passions beyond youth and worship. He understands the organization of the church. He thinks creatively about teams, and he is committed to small groups as a means of discipleship.
- We are positioned from a technology perspective to make better use of our online opportunities to reach people for Christ, but we lack someone with the time to lead through these opportunities.

Therefore, it is our desire to identify and hire a third full-time pastor who can give leadership to the youth and online ministries of the church while being mentored by Pastor Doug to become the next lead pastor of the church sometime around September of 2035.

It is expected that we will embark on this initiative in 2029 with a potential hire date in 2030. We currently do not have the finances to hire a full-time staff member. We are accruing funds that could supplement a first-year salary, but that would not be a sustainable situation.

It is also possible that this person is already present in the church family. This plan also calls for the creation of a discipleship program and a leadership development program. Those things, in conjunction with the Northeast School of Theology and Ministry (a ministry training school run through the Northeast Fellowship) would allow us to, potentially, identify and equip this person from within. With that said, however, whether the person is identified from inside or outside the church family, we would ask that you pray for God's provision and direction in this needed area.

## **PROJECTS**

### **Investigate expanding the Youth and Education Building onto the 10,000 square feet of prepared land at the end of the building.**

The Youth and Education Building (Y&E Building) has proven to be a blessing to the church and the school. In the ten plus years since its completion, however, we have a growing awareness of what we lack in terms of educational capacity.

- We don't have a full pre-K through 4th grade offering largely because we lack the space to effectively provide it.
- We don't have dedicated art, music, workout, or locker room spaces.
- Beyond those traditional areas, we also lack the space and equipment to offer technical training and exposure to such things as robotics courses, programming courses, 3-D printing, etc.. These could add a modern touch to the educational experience of TTCA for those students who desire them.

Therefore, the leadership of the church (pastors, deacons, and trustees) recommend that we undertake a feasibility study to determine if it would be possible and appropriate to expand the Y&E Building on the 10,000 square feet of prepared land on the north end of the building. Factors to consider would be:

1. What functionality or capacity are we truly trying to add?
2. What is the cost of construction and outfitting the school?
3. What is the enrollment trajectory of the school?

- We don't have any missionary partners in Central or South America since the Arthur's retirement. Should we be looking in this area?

We will be working at the Deacon Board level to find answers to these questions and more. If you have thoughts and ideas with regards to missions, please share them with your deacon. When we have a sense of the Lord's direction, we will bring recommendations to the church family. Please pray that God gives clarity in this area. We have limited resources and we are called to be the best stewards of those resources that we can be.

## **PROGRAMS**

### **Identify or create a Basic Discipleship Program to use with new or returning believers.**

The leadership of the church believes that we are lacking in a fundamental introduction to the Christian Faith geared towards new believers, those returning to the faith after a long absence, or who have been inadequately taught in previous ministries. That isn't to say that we are not making disciples. It is to say that if someone were saved on a Sunday, we have no mechanism, process, or program to begin to disciple them on a Monday.

We are convinced that this is not the best way to steward the Gospel or the souls of people. The church has used many different tools over the years, and they were appropriate for their time. The question is this, what tool is most appropriate for our time? It might include digital components, in person mentorship, and printed materials. It should also be connected to our assimilation process whereby we identify guests and help them take their appropriate next steps here at Breesport Baptist Church.

Therefore, we will explore our options with regards to creating our own program or purchasing curriculum, equipping people, and launching the program within the first year of this plan.

## **Identify or create a Leadership Development program to train new leaders within the church family.**

We praise God that five former members of the church (all within the last 15 years) are currently serving in pastoral ministry somewhere around the country. That number doesn't include pastor Doug and pastor Mike who were equipped for ministry and leadership through Breesport Baptist Church. It may be that God wants to use Breesport Baptist Church to equip men for pastoral ministry and then see them sent out to serve congregations in our area, state, and beyond. If that's the case, we should praise God and do all that we can to facilitate that.

Most of this training has happened through their involvement on the deacon board. This certainly reflects positively on the deacon ministry, but not everyone will or can serve on the deacon board. Therefore, we are convinced that many potentially capable leaders (both male and female) are not being properly identified and equipped for appropriate roles in leadership because of this shortcoming.

To address this, we will explore our options with regards to creating our own program or purchasing curriculum to help us identify and equip people for leadership. We have set a target to launch this program within the first two years of this plan.

## **Missions:**

Evaluating and refining our vision for mission's work is a perpetual necessity within a local church. In the last five-year plan, we as a church family, determined that we wanted to support fewer missionaries but at higher rates of support than in previous years. That resulted in taking on the Hull family at \$10,000.00 per year. That represents our greatest financial partnership with any missionary family in memory.

We also sought to identify some cross-cultural mission opportunities since the country of Haiti has been closed to us due to internal unrest and violence. That resulted in a growing and fruitful partnership with the Mount Kenya Baptist Fellowship in Kenya, East Africa.

We have also had a number of our long-standing missionaries retire or leave missions work for pastoral ministry. That has resulted in a significant portion of our mission's budget that now needs to be reallocated. The questions before us are these:

- Where does God appear to be working nationally and globally?
- Do we invest in domestic church planting or foreign church planting? The United States is the fourth largest "unchurched" country on the planet. And yet, there are lots of local churches and the mission is to spread the Gospel to the ends of the earth.
- Is there more room to expand our Kenyan partnerships?
- Can we send another group to Kenya in this next five years?



## **Twin Tiers Christian Academy (TTCA)**

TTCA is the largest single ongoing ministry of the church. It has an operating budget that is twice the size of the church. It employs around 20 full-time and part time people on an annual basis, and it ministers to approximately 120 students 180 days a year.

September of 2025 marks the school's 50th year of operation. We praise the Lord for this milestone. It represents His blessing and provision. As stated previously, we praise God for the provision of Mrs. Brittany Matteson to serve as our new Head of School and we look forward to, Lord willing, many years of fruitful service and partnership.

Pastor Doug will be working with the school board to ensure that the school is well positioned for the next 10-20 years of effective disciple-making. Education is a changing landscape, and no one clearly knows how culture, AI, and other factors will impact education in the years to come. Nonetheless, the question still remains, what can we do to position the school for success based on what we know and what we can surmise?

The school board will be tasked with coming up with its own five-year strategic plan that must dovetail with this plan as the school does not exist in isolation from the church but to serve the mission of the church. They will work to not only define who we are as a school, but who we want to be. This is a vital component of the reaccreditation process that the school will undertake in the next few years.

## **EVALUATE AND REVITALIZE OUR TEACHING / TRAINING PROGRAMS:**

### **Adult Bible Fellowship (ABF)**

Our ABF program takes place on Sunday mornings from 9:30-10:30am. Beyond our Sunday morning worship service, this is our primary opportunity to teach orthodoxy (right teaching) and orthopraxy (right practice). This hour is indispensable to the mission of the church. The Sunday morning worship service is insufficient to develop mature, doctrinally sound, and loving Christ-followers. There must be an additional educational component to the teaching ministry of the church, but that doesn't mean that it must look the way it currently does.

Additionally, our Sunday School/ABF hour is one of those ministries that never recovered after COVID. It used to be predictable that if there were 300 people in the building for the worship service, then there were 200 people in Sunday School. Our participation has dropped to about a third of our worship service attendance. The questions are why and what, if anything, can be done about that?

Therefore, we will evaluate our current program with an eye towards effectiveness. Some churches employ an "institute" model where more offerings are given but over shorter periods of time. We must consider the timing question and is there a better day or hour to offer this material. Are we offering the subjects that people think are needful to them? Are we using the hour we have most effectively? Is the didactic or lecture model still effective with modern ways of learning? We will seek to answer these questions over the next three years.

## **Worship on Wednesday – Midweek Family Bible Study and Prayer**

This program is really an umbrella program for so many activities that take place during this mid-week 75-minute timeframe. It represents Adventure Club for kids between kindergarten and 4th grade, Limitless Youth for students between 5th grade through 12th grade, Embrace Grace, Biblical Counseling, and the adult Bible study and prayer time.

This program serves as a wonderful fellowship time, a teaching and discipleship opportunity, and a great “pick me up” in the middle of the week to energize all those who attend to finish their week well. Beyond that, it gives the adults who are present an opportunity to serve together through the ministry of prayer and to seek God and His blessings and provisions for one another.

It has, however, always been the lowest attended service that the church has offered – not just in the recent past, but throughout the history of Breesport Baptist Church. We have added elements such as a dish to pass meal on the first Wednesday of every month and we have changed the start time from 7:00pm to 6:30pm, but are there other changes that we could make to ensure that this program (and all of the programs represented by it) are as effective as possible? We will undertake this investigation in the first two years of this strategic plan.

## **Life Groups**

We have been participating in small group ministry for almost 15 years now. The pastors and deacons see our Life Groups as the primary discipleship environment because it is the one program that intentionally gets people out of rows and into circles so that the truth of the Word of God can be applied to real life in community with others who can encourage and facilitate life change.

With that said, our level of involvement has declined over time. We believe this strategic plan offers an opportunity to evaluate our structure and rhythms with regards to groups, the kind of groups we offer, timing, and how we roll them out. We remain committed to the ministry of small groups, but we need to be willing to examine our approach to them. This will begin within the first year of this strategic plan with potential changes coming in the September 2026 term.