



FIRST BAPTIST CHURCH

OF TALLAHASSEE

Strategic Planning Committee

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STRATEGIC PLAN

2020

FIRST BAPTIST CHURCH OF TALLAHASSEE

OUR MISSION

Our mission as a church is to be a God-centered, Bible-directed, people-focused, caring body of baptized believers in Jesus Christ; led by the Holy Spirit in worshiping, serving, and sharing Christ, and in equipping believers to carry out the Great Commission in the community and throughout the world.

OUR VISION

To reach people for Jesus, we will be a church of faithful disciples, connected members, and servant leaders that strengthens homes and impacts our city.

GOALS

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|---------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Faithful Disciples | We will think, act, and be like Jesus, fully surrendered to Him as Lord. (Matthew 28:19-20) |
| Connected Church | As members of the body of Christ, we will actively participate in worship, learn and use our spiritual gifts, and care for and communicate with one another. We will share Christ's message with our community. (Acts 2:42-47) |
| Servant Leaders | More people will embrace leadership roles in the congregation and community, use their spiritual gifts to build the body of Christ, serve in places of work and study, and respond to God's call to service. (John 13:1-20) |
| Strong Homes | By placing Jesus at the center of our homes, we will be mission outposts in the community. We will be families on mission to reach people for Jesus. (Mark 10:7-9) |
| Impacted City | We will care for those in need by sheltering children, working for racial harmony, and partnering with other groups to transform Tallahassee through the love of Christ. (Matthew 25:31-46) |

INTRODUCTION

In Acts 18, Paul, Priscilla, Aquila, Timothy, Silas, and Apollos began a Jesus revolution in the city of Corinth. Brought together by the providence of God, they became faithful disciples of Jesus. In the midst of persecution, Paul had a vision: "Don't be afraid; keep talking; do not be silent. No one will lay a hand on you in order to harm you. There are many people in that city who are my people." To fulfill that vision, they presented the Gospel to nonbelievers, took care of the less fortunate, equipped the believers, and sent people to go where God called them. They connected with each other as tentmakers and a house church leader named Titius Justus. They worked as tentmakers in their community and studied spiritual gifts together. They commissioned dynamic teachers like Apollos to go to Corinth and teach, and they used the strong home outpost of Titius Justus to impact their entire city.

We propose that God's vision for First Baptist Tallahassee is to do what this small band of believers did in Corinth: to reach people for Jesus. We will share the gospel through the lives of faithful disciples who think like Jesus, obey Him, serve the "least of these," and exhibit the fruit of the Spirit in our lives. We will connect together and train servant leaders to model faithful discipleship and care for one another. We will establish and strengthen homes as mission outposts to impact our city to the glory of God. This is our 2020 vision proposal.

GOAL 1

WHAT SUCCESS LOOKS LIKE

Everyone growing to be more like Jesus. Christians developing friendships with unreached people and Bible Studies and Life Groups that fulfill the vision.

FAITHFUL DISCIPLES

We will think, act, and be like Jesus, fully surrendered to Him as Lord.

OBJECTIVES

- A. Invite people into a saving relationship with Jesus.
- B. Increase the number of people practicing spiritual disciplines.
- C. Deepen our understanding of core biblical beliefs.
- D. Demonstrate the fruit of the Spirit in our lives.

CONTEXTUAL DYNAMICS

First Baptist Church of Tallahassee (FBCTLH) has a Sunday morning Bible study (SMBS) program that reaches 40% of adult members and has several discipleship offerings in women's, Women on Mission (WOM), and Women's Missionary Union (WMU) ministries. We have begun a Life Group ministry that reaches unreached people. We desire to expand and elevate these groups to produce faithful disciples. In Matthew 28:19-20, Jesus commissioned us to go and make disciples. These disciples come to faith in the risen Lord and are taught through groups, mentoring relationships, and worship. Our beliefs, obedience, and virtues will be integrated into a cohesive whole so that we can think, act, and be like Jesus.



GOAL 2

WHAT SUCCESS LOOKS LIKE

More people actively engaged in worship, informed about the church's ministries, regularly involved in small groups, and practicing spiritual gifts to communicate Jesus' message to Tallahassee.

CONNECTED CHURCH

As members of the body of Christ, we will actively participate in worship, learn and use our spiritual gifts, and care for and communicate with one another. We will share Christ's message with our community.

OBJECTIVES

- A. Attend and participate in worship services.
- B. Help members find a place to fit, develop friendships, and feel the care of the congregation.
- C. Inform members adequately about church activities.
- D. Communicate Christ's message to Tallahassee.

CONTEXTUAL DYNAMICS

To reach people for Christ, we must also reach each other. In Acts 2:42-47, the people met daily in the temple and from house to house experiencing a fellowship or koinonia. By demonstrating Christlike friendships, communicating with each other, discovering our spiritual gifts, and helping people find their fit, we will connect together. We will share this message with the larger community through website, media, and marketing. By working together to equip, care, and love each other, we are showing our world the lifestyle of Jesus Christ.



GOAL 3

WHAT SUCCESS LOOKS LIKE

New and existing leaders growing in a servant lifestyle, demonstrating service in our community, training a new generation of leaders, and equipping men and women in their gifts to follow God's call and be commissioned into service.

SERVANT LEADERS

More people will embrace leadership roles in the congregation and community, use their spiritual gifts to build the body of Christ, serve in places of work and study, and respond to God's call to service.

OBJECTIVES

- A. Equip men and women to serve in leadership in the congregation.
- B. Use spiritual gifts to build the body of Christ.
- C. Accept roles in community ministries and service opportunities.
- D. Serve in places of work and study.
- E. Commission people to mission service and train people in vocational ministry.

CONTEXTUAL DYNAMICS

Jesus called a group of 12 disciples to provide leadership to other disciples. The early church appointed deacons in Acts 6 to provide the daily distribution of food. Discipleship became leadership in the early church and is needed for First Baptist today. Using the model of servant leadership from John 13, and the spiritual gifts of Ephesians 4, 1 Corinthians 12, and Romans 12, we will help people discover their gifts and empower people in places of service. We recognize the need for more people in service and training for emerging generations of leaders. One of the hallmarks of First Baptist is ministers and missionaries around the world. We will call and commission people to continue this service and deploy deacons into new avenues of ministry.



GOAL 4

WHAT SUCCESS LOOKS LIKE

Strong homes are those where individuals are invited to follow Christ and serve others. Here Christian marriages are strengthened in the pattern of Jesus, and individuals reach their neighbors in Christian love.

STRONG HOMES

By placing Jesus at the center of our homes, we will be mission outposts in the community. We will be families on mission to reach people for Jesus.

OBJECTIVES

- A. Engage households in family Bible study, mission service, prayer, and other spiritual disciplines together.
- B. Care for individuals and families in crises and need.
- C. Strengthen marriages.
- D. Describe and demonstrate strong homes for our community.

CONTEXTUAL DYNAMICS

We believe that the best way to strengthen households with children is a mother and a father committed to Jesus and each other for life. The Bible is our guide for the best way to be a family on mission. A Christian household is one where everyone under its roof is a follower of Jesus Christ. Jesus used the household to dine with tax collectors and sinners and to call people to commit to him. When Christians reflect the way of Jesus, others are attracted to Him. In the household, Paul baptized a Philippian jailer in the book of Acts along with his entire house. From the house, the poor were fed, and there was “not a needy person among them.” In Tallahassee, 40% of households with children are single parent households. We want to serve all homes with or without children to help them become mission outposts for Jesus. By doing so, we will be able to reach households, confess Jesus as Lord, commit to covenant marriage, and share together in hospitality in the way of Christ full of grace and truth.



GOAL 5

WHAT SUCCESS LOOKS LIKE

Through our efforts and in partnership with other churches and organizations, we work for harmonious relationships with people of other races, feed and shelter children in our community, and expand efforts to reach our community.

IMPACTED CITY

We will care for those in need by sheltering children, working for racial harmony, and partnering with other groups to transform Tallahassee through the love of Christ.

OBJECTIVES

- A. Serve with other churches and organizations.
- B. Adopt, foster, and shelter children in need.
- C. Engage in racial harmony.
- D. Increase our ministry with college students and internationals.

CONTEXTUAL DYNAMICS

Thirty to forty percent of Tallahassee does not attend a church regularly, and 70 percent of college students do not claim Jesus as Lord and Savior. Many believe in God but not Jesus. Three thousand international students come to Tallahassee each year, and literally the world is in Tallahassee. Believing our call is to transform the city and offer God's shalom to our city (Isaiah 65), we will focus on the least of these from Jesus' mandate in Matthew 25:31-46, care for children who are hungry and do not have families, engage in racial harmony, and reach college students who touch our world and are in our neighborhood. We cannot engage in this endeavor alone and will partner with other groups and our city to make a difference for Jesus.



FIRST BAPTIST CHURCH OF TALLAHASSEE

OVERVIEW

The annual strategies are designed to illustrate the new and existing ministries proposed. Many existing ministries currently fulfill the vision, and we invite these to prioritize their work around the strategic plan. The strategies will be revised each year, and existing ministries will also be encouraged to include their plans as part of the process going forward. Implementation of ministry and staff recommendations in this report are subject to the leadership of the Spirit, the availability of funds, staff, and volunteers. The strategic plan provides spiritual direction for our life as a church over the next 5 years. This requires broad church support. The existing governance including administrative committees, deacon review, and recommendations to the church as previously practiced will continue according to the Bylaws. The part of the plan on structure has been revised to reflect this revision.

RECOMMENDATIONS

1. Adopt the Vision Statement, Goals, Objectives for 2020, and Strategies for 2015-2016.
2. Form a new Strategic Coordinating Committee to lead the implementation of the vision through 2020 and bring any policy changes back to the deacons, church, and appropriate committees for approval. This group would be appointed following the procedure outlined in the Bylaws for committees.
3. Invite congregation, existing ministries, and new ministry committees to align their priorities and structure with the new strategic plan.
4. Form new ministry committees necessary to implement the vision.



Recommended Process

Following the Bylaws Article 5 Section A.2., we are recommending to the deacons and the church a process that aligns the congregation with our new vision, keeps us focused on the vision going forward, and provides the ongoing strategic work necessary to accomplish the vision. The Strategic Coordinating Committee will provide oversight and accountability for the implementation of our strategic plan. This will be accomplished through:

- Enhanced communication across our ministry groups (to avoid any duplication of effort or any thing important falling through the gaps for lack of a ministry "owner");
- Prioritizing ministry activities and authorizing the use of existing resources within established limits, consistent with the approved Strategic Plan; and
- Providing accountability by periodically measuring and monitoring our success and reporting this information to the deacons and the church body.

They will be empowered to recommend ministries and authorize projects within the resources approved by the Finance Committee, the deacons, and the church. They are selected by the chairman of deacons in consultation with the Pastor. The Strategic Coordinating Committee is moderated by the pastor. The Strategic Coordinating Committee would be responsible for distributing and granting requests from the Local Only Missions Fund.

"SHORTHAND ROLES AND TAG LINES"

Strategic Coordinating Committee- strategy, communication, empowerment

Administrative committees- oversight and policy proposals

Ministry committees- advisory and communication

Deacon teams- servant leadership, care, outreach

STRATEGIC COORDINATING COMMITTEE - 10 People Meet Semi-Monthly

Chairpersons and staff from the following groups:

Pastor (1)

Administrative committees (3)

Deacons (2)

At Large from the ministry committees (4)

Non-voting Pastoral Staff (2)

COMPOSITION OF THE STRATEGIC COORDINATING COMMITTEE

Pastor

Administrative committee chairs - meet as needed

These committees provide the governance and accountability to the policies approved by the church. They work with staff to provide oversight in their respective areas.

Personnel

Property

Finance

Ministry committee - meet at least quarterly

Faithful Disciples

Strong Homes

These committees are specifically charged with communicating with each other and advising one another on their progress toward the vision. They'll receive a quarterly report from an administrative assistant that will allow them to assess their progress, submit a report, and share with each other. These reports will be funneled to the Strategic Coordinating Committee. They'll meet with each other at least quarterly for ideas, prayer, and communication. Chairs of the ministry committees will be responsible for convening the meetings, taking minutes, and keeping the committees in the loop on action items from the Strategic Coordinating Committee.

WORKING THE PROCESS

Staff and ministry group A decide to go on a trip to the beach to strengthen marriages. They budget for this request along with fees through the budget process. They present this as part of their request, and the trip form is filled out as part of the budget process. Strategic Coordinating Committee reviews and approves. Finance Committee works with staff to stay in compliance with existing policies.

The Strategic Coordinating Committee looks at measurements and decides if a new initiative is needed. They recommend to administrative committees, and the deacons the necessary budget, staff, and facilities needs to accomplish the goal. Church hears reports and approves recommendations within current policies.

The administrative committees and/or deacons review policies and recommend any changes to Strategic Coordinating Committee prior to going to the church. Finance Committee reviews monthly budget, designated funds, keeps us in compliance with policies and cash, and recommends changes to the Strategic Coordinating Committee. Non-budgeted items that require funds begin with Strategic Coordinating Committee and are recommended to Finance Committee for their review.

Existing standing committees

CLC Committee would become a ministry group

Weekday Committee would become a ministry group within Strong Homes

Endowment Committee would continue to function as a standing committee by charter

Safety and Security Committee would become a ministry group of Connected Church

Nominating Committee would function as a standing committee as stated in the Bylaws

Trustees would continue to function according to the Bylaws

Missions Committee would become the Impacted City Committee

Insurance Committee would continue as a ministry group

Recommended Strategies for 2015-2016

GOAL 1

FAITHFUL DISCIPLES

We will think, act, and be like Jesus, fully surrendered to Him as Lord.

WHAT SUCCESS LOOKS LIKE

Everyone growing to be more like Jesus. Christians developing friendships with unreached people and Bible Studies and Life Groups that fulfill the vision.

OBJECTIVES

A. Invite people into a saving relationship with Jesus.

1. Multiply Life Groups that reach the unreached in apartment communities, offices, and neighborhoods. (Life Groups)
2. Begin Life Groups on school campuses. (Youth)
3. Create new disciples by bringing children and youth to a personal understanding of who Jesus is. (Children, Youth)

B. Increase the number of people practicing spiritual disciplines.

1. Begin a Think, Act, Be series that challenges people to practice spiritual disciplines. (SMBS)
2. Use Stewardship Ministry Group to promote generosity to budget, capital needs, and endowment. (Stewardship Group)
3. Through Weekday, teach children and families about Jesus. (Weekday)
4. Utilizing existing and new Bible study groups, contact and seek all persons associated with our church to renew their discipleship training. Provide training consistent with their life situation. (SMBS and new groups)

C. Deepen our understanding of core biblical beliefs.

1. Develop an assessment and evaluation tool to help each person take responsibility for their spiritual growth in discipleship. (Assessment Committee)
2. Begin a Wednesday college and young adult experience designed to address issues prevalent on college campuses. (College)
3. Change youth camp to middle school only and offer a unique high school retreat in the spring. (Youth)

D. Demonstrate the fruit of the Spirit in our lives.

1. Invite Women's Ministry to host a retreat focused on demonstrating fruit of the spirit. (Women)

Recommended Strategies for 2015-2016

GOAL 2

CONNECTED CHURCH

As members of the body of Christ, we will actively participate in worship, learn and use our spiritual gifts, and care for and communicate with one another. We will share Christ's message with our community.

WHAT SUCCESS LOOKS LIKE

More people actively engaged in worship, informed about the church's ministries, regularly involved in small groups, and practicing spiritual gifts to communicate Jesus' message to Tallahassee.

OBJECTIVES

A. Attend and participate in worship services.

1. "Get Connected" series in April 2016 in worship and Bible study (Pastor, Volunteer Engagement, Worship, Executive Pastor)
2. Begin a college worship night during the first week of December. (College, Music)
3. Provide deaf interpreters for Good Friday and special worship events. (Deaf, Music)
4. Involve college and graduate students in the orchestra. (Music)

B. Help members find a place to fit, develop friendships, and feel the care of the congregation.

1. Have four churchwide Sunday morning lunches to build fellowship.
(Budget/ Generosity- January/February, Haiti- April, College/Wear your colors/Food Truck- September, Heritage- November)
2. Enhance options for food on Wednesday evenings. (Hospitality, Food Service)
3. Coordinate and reorganize Women's Ministry structure. (Women, WMU, WOM)
4. Building on the newly-created Minister of Pastoral Community position, create a system to provide outreach and connect classes and individuals in Senior Adults, Pastoral Care, and Single Focus Ministries to church. (Single Focus, Pastoral Community)

C. Inform members adequately about church activities.

1. Establish a Barnabas Ministry to connect needs of church members with volunteers. (Volunteer Engagement, new ministry group)
2. Begin a weekly prayer e-newsletter that informs congregation of news regarding celebrations, grief, and hospitalization. (Communications, Pastoral Community)
3. Begin a semi-annual FBCTLH magazine featuring stories of how FBCTLH is fulfilling the vision. (Communications)
4. Host Missions Fair with exhibits from local, state, national organizations, and disaster relief. (WOM)
5. Adopt a Weekday classroom and teacher to care for students, parents, teachers, and those in crisis. (Weekday, Children)
6. Expand small and large group focus on creating life-changing relationships that support each person's spiritual growth and discipleship. (SMBS, Pastoral Community)

D. Communicate Christ's message to Tallahassee.

1. Form a Marketing and Communications Ministry Group. (Communications)
2. Market four major seasonal events to Tallahassee: Easter, VBS, Fall, and Christmas. (Communications)

Recommended Strategies for 2015-2016

GOAL 3

SERVANT LEADERS

More people will embrace leadership roles in the congregation and community, use their spiritual gifts to build the body of Christ, serve in places of work and study, and respond to God's call to service.

WHAT SUCCESS LOOKS LIKE

New and existing leaders growing in a servant lifestyle, demonstrating service in our community, training a new generation of leaders, and equipping men and women in their gifts to follow God's call and be commissioned into service.

OBJECTIVES

A. Equip men and women to serve in leadership in the congregation.

1. Establish a Leadership Institute for First Baptist.
2. Design a new process change that empowers new ministry groups to serve.
3. Teach a study on Biblical leadership, ordination, and spiritual gifts. (Pastor)
4. Organize interested deacons into Servant Leader Committees.
(Outreach- Visitation, First Step; Welcome- New Members, Baptism; Care- Drop outs, Disconnected; Heal- Hospitals, Nursing Home, Homebound Communion, Pastoral Care; Grief- Bereavement, Food Delivery, Pall Bearers)
5. Move youth senior trip to the fall to strengthen community and develop leadership abilities.
(Youth)

B. Use spiritual gifts to build the body of Christ.

1. During the "Get Connected" series, encourage people to learn and use their spiritual gifts to build up the body of Christ. (Women, Pastoral Community)

C. Accept roles in community ministries and service opportunities.

1. Using First Baptist Church (FBC) Leadership Institute to equip people to accept roles in community ministries and service. (Pastor, Deacons)

D. Serve in places of work and study.

1. Invite office committees to serve in First Love. (First Love)
2. Begin Life Groups and small groups in offices. (Life Groups)

E. Commission people to mission service and train people in Vocational ministry.

1. Establish a fund for individuals to use to fulfill God's call in ministry and missions. (Impacted City Committee, Endowment)

Recommended Strategies for 2015-2016

GOAL 4

STRONG HOMES

By placing Jesus at the center of our homes, we will be mission outposts in the community. We will be families on mission to reach people for Jesus.

WHAT SUCCESS LOOKS LIKE

Strong homes are those where individuals are invited to follow Christ and serve others. Here Christian marriages are strengthened in the pattern of Jesus, and individuals reach their neighbors in Christian love.

OBJECTIVES

- A. Engage households in family Bible study, mission service, prayer, and other spiritual disciplines together.
 - 1. Teach “Strong Homes” for Connections Weekend 2016.
 - 2. Encourage families to develop a family mission project and serve together on activities such as First Love and other events.
 - 3. Help staff a Parent’s Night Out. (College)
 - 4. Offer parenting classes on Wednesday evenings in coordination with church events. (Weekday)
- B. Care for individuals and families in crises and need.
 - 1. Establish deacon teams to minister in these areas. (Deacons)
 - 2. Work with Single Focus, Pastoral Community, and Deaf Ministries to reach out. (Pastoral Community, Single Focus, Deaf)
- C. Strengthen marriages.
 - 1. Create a family friendly Children and Youth Ministry calendar that involves families in activities. (Youth)
- D. Describe and demonstrate strong homes for our community.
 - 1. Develop a model of household discipleship for families to use Think, Act, Be in the home. (Young Adult, Children)

Recommended Strategies for 2015-2016

GOAL 5

IMPACTED CITY

We will care for the those in need by sheltering children, working for racial harmony, and partnering with other groups to transform Tallahassee through the love of Christ.

WHAT SUCCESS LOOKS LIKE

Through our efforts and in partnership with other churches and organizations, we work for harmonious relationships with people of other races, feed and shelter children in our community, and expand efforts to reach our community .

OBJECTIVES

A. Serve with other churches and organizations.

1. Create a full time Pastoral Staff position subject to the availability of funds:
Minister of Community Ministries

Rationale for 2015-2016

Relieve existing staff of city and missions activities.

Work directly with Impacted City Committee, Volunteer Engagement, and First Love team to mobilize people.

Relate externally to community resources and agencies.

2. Partner with Second Harvest of the Big Bend in A Full Summer to feed hungry children.
3. Partner with Florida Agricultural & Mechanical University (FAMU) to grow the Baptist Campus Ministry (BCM) center on the FAMU campus. (College)
4. Encourage families to serve together in First Love.
5. Empower volunteer construction teams to respond to requests from the city beyond First Love. (Impacted City Committee)
6. Continue partnerships in Boston and Haiti and begin new partnership in Cuba. (Strategic Coordinating Committee, staff)
7. Partner with the City of Tallahassee to repair and improve homes of those in need. (New Ministry Group/ Impacted City, First Love)

B. Adopt, foster, and shelter children in need.

1. Establish a fund to assist families with adopting children. (Strategic Coordinating Committee)
2. Promote and support work of Florida Baptist Children's Home (FBCH) and other foster parent programs. (Impacted City Committee)

C. Engage in racial harmony.

1. Participate in Operation Safe Neighborhood. (Impacted City Committee)
2. Participate in The Longest Table initiative in partnership with the city. (Impacted City Committee)
3. Partner with an African American church. (Impacted City Committee, Music)

D. Increase our ministry with college students and internationals.

1. Invite internationals to be integrated into the life of the church. (Internationals)
2. Develop ministry to refugees. (Internationals)
3. Assist Wildwood Presbyterian to set up a similar International Program. (Internationals)
4. Provide recital and rehearsal space for FAMU and FSU music students and create opportunities for students to play in orchestra. (Music)