



Calvary FAM

LOVE NEIGHBORS

LOVE GOD

STRATEGIC
PLANNING

pastoral perspective

Thank you for giving your time to engage in this critical planning initiative. We continue to stand amazed at the Lord's grace and sovereignty. Much of the past 12-14 months have been a swirl of confusion and friction in our world. During that time, we have watched God mature us in faith, forge us in unity, and overwhelm us with provision.

Our 2021 goals demonstrate a commitment to engage our community now and set the stage for long-term growth in the years ahead. While we must keep our eyes focused on the present, we must also exercise wisdom to prepare for a future we are yet to experience.

Moving forward we expect Him to continue the work He has already started, and we desire to walk in unison and in rhythm with the Holy Spirit. Based on my research, Calvary Baptist Church has never conducted a full strategic plan in its history. I believe that if we look to the Lord, together and in faith, He will make straight our paths.

Since I first came walked onto the Calvary campus in 1995, I have been amazed at the reach and scope of ministry. As much as we have witnessed, I sincerely believe that the best and brightest days are ahead.

None of us yet know the sovereign plan that God has in store for us, and we will submit to His Lordship as we together discover the gems of grace that will shape our future. Whatever He reveals and leads us to do, will no doubt be beyond our wildest dreams and meet the needs of a rapidly changing city and culture.

We are walking by faith and expecting great things. Dream with me. Pray with me. Fast with me. Grow with me.

Thanks again or being a part of this team. Feel free to reach out anytime I can help!



VISION STATEMENT

Calvary is a devoted family who loves God and loves our neighbors. John 13:34-35.

MISSION STATEMENT

Our mission is to grow together in faith, generosity, and unity by hearing and obeying God's Word, serving with joy, and sharing Jesus in order to welcome everyone home to multiply the Kingdom of God for His glory.

DEMONSTRATING HOPE (CORE VALUES):

Calvary Baptist Church is committed to love God and love our neighbors. This shared mission forges us as a family, who is growing together. We demonstrate this desire in three ways: intentional relationships, pursuing Jesus and carrying hope.

Intentional Relationships:

In Scripture, we find a normal pattern for believers, being engaged deeply in community with other believers. At Calvary, we desire to encourage one another into deeper relationships with each other in many different ways.

While we celebrate gathering in large groups, we also know that the smaller a group grows the more valuable the relationships can become. Understanding this dual nature of intentional relationships we strive for every member at Calvary to add value to our faith family by being encouraged among the entire congregation living with a common purpose, spending time weekly in groups, mentoring one another in multiplying huddles, and engaging in ongoing intimate accountability.

Intentional, deep, intimate relationships don't happen overnight. It takes time for communities to grow into this kind of deep flourishing. At the same time, we don't want to sit around and assume relationships are being formed, so at Calvary, we rely on a series of markers to help us see community being established. These markers can be as simple as people knowing each other's name, the easiest step to overcoming awkward conversations, or intentionally sharing stories of God's grace with each other. They can also be as substantial as gathering together outside of our normal worship times encouraging shared experiences of life, or meeting one another's needs, corporately or individually, whatever those needs may be.

V I S I O N
M I S S I O N
V A L U E S

As we see these markers, like checkpoints along the way, we want to celebrate the goodness of God in the way He is knitting us together. So at Calvary, we make a big deal out of celebrating things like increased participation, whether that be increased membership in corporate worship, larger LifeGroups, or other small groups and ministries. We also will stop to celebrate the formation of new groups, whether they be huddles, LifeGroups, or any other small group, more of them means more people are involved, and the more people are involved, the more evident God's grace is at Calvary. Finally, we celebrate when needs are met. No matter how small, every act of kindness, generosity, or service is a huge step on the road to intentional relationships.

Pursuing Jesus

At the conclusion of each worship gathering at Calvary, we confess together that it is Christ who gives us life. Because He has given it to us, we in turn desire to use it to chase after Him. The pursuit of Christ is an exercise of love for the individual believer that is demonstrated in the context of a faith family. As we chase after Him we begin to look like Him, act like Him, and talk like Him. Slowly but surely we become reflections of His grace and character into the world.

There are two areas in which the believer grows in their relationship with Chris: individually and corporately. At Calvary, we encourage many avenues of personal growth as individuals. Things like: engaging with Scripture, regular Prayer, exercising spiritual gifts, making disciples, living out the Fruit of the Spirit, fasting, and regular Sabbath rest.

In the same way, we as a community strive to pursue Jesus as a corporate body. There are also many signs that show we are accomplishing this goal, such as boisterous singing in corporate worship, actively engaging with the sermon, regularly partaking in communion, celebrating baptism, and humbly confessing sin.

We rightly celebrate when we notice each other pursuing Christ. Whether it is understanding a biblical truth for the first time, memorization of Scripture, consistency in spiritual discipline, genuine repentance. Practicing your giftedness, or routinely tithing. We want to lift people up in celebration as they grow in their pursuit of Christ in these and many other ways. As we do this we hope to encourage each other in our own individual and corporate pursuit of Jesus.

V I S I O N
M I S S I O N
V A L U E S

Carrying Hope

In response to His goodness, we are invited to participate in the Gospel mission of carrying hope to the world as an everyday missionary with a generous heart and genuine care. To help us identify our neighbor, Jesus told the story of a Good Samaritan in Luke 10. No matter the cost, this man showed genuine care regardless of the inconvenience to demonstrate love and hope to a neighbor he had never even met. We are challenged to go and do likewise. Together we celebrate when the people of God are deployed to love our neighbors.

There are so many great ways to love our neighbor, and at Calvary, we want to encourage every way we can think of. Things like, participating in acts of service, meeting a need in the community, having gospel conversations, exercising generosity with our money, time, and resources, practicing hospitality, taking the gospel to dark places, and supporting missionaries. While this list is long, there is a seemingly infinite number of ways to love our neighbor, we want to be creative!

When Calvary is loving its neighbors well we start to see some things happen that cause us to celebrate, things like regular involvement in missions activities in the city and around the world, new people being introduced to our faith family, baptisms, members sharing their faith with others, fulfilling missions initiatives, and seeing the Bible translated into new languages.

In all of these things, we want to be what Jesus called a “city set on a hill” unmissable in our passion for the people around us, making Jesus non-ignorable. When we meet needs or help people, we understand that it isn’t just as simple as doing what’s right or just being a good neighbor. We are carrying hope to the world.

To view version with Scriptural integration please visit:
calvaryga.com/calvary-vision-and-mission/

MAKING DISCIPLES AND
MISSIONS MOBILIZATION



FINANCING THE FUTURE

COMMUNITY IMPACT
AND DEVELOPMENT



STAFF DEVELOPMENT

PURSUING EXCELLENCE



MINISTRY PARTNERSHIPS

Focus AREAS

Making Disciples and Missions Mobilization

How can we appropriately support and challenge individuals to live out their God-given responsibilities? Have we developed a Biblical definition of marriage and family that we teach? How can we intentionally train and develop families? What resource can we provide to equip and mobilize for the Gospel? How can we measure disciple-making? What opportunities exist to more effectively disciple students and parents? If we were willing to completely rebuild the discipleship engine of Calvary Baptist Church, what would it look like? How can we challenge people to put their faith in action? How can we make disciples on purpose, and not as a byproduct of church culture? How should we better utilize mission trips and experiences? How can we challenge fathers to assume their God-given role as leaders in their families?

Community Impact and Development

What is our vision for diversity in our church community? How do we develop and maintain a family environment in our church community? How can we ensure the church's culture is friendly and inviting? How can we effectively assimilate new families into our church's culture and community? Currently our open campus provides a strong community culture, what security measure should be instituted for campus safety, and how will these impact our community environment? What are growth projections of our city, and how should they impact the strategic plan of our church? Does the projected growth of our region justify a multi-campus model? If Calvary developed a system of churches serving a wider region, could that be sustained? If our church closed its doors tomorrow, would the community miss us; and how would it impact the community?

Pursuing Excellence in Ministry

Do we have an intentional model for discipleship and leadership development? How can we redefine church engagement post-pandemic? How can we increase and expand our ability to serve families with special needs? What changes should be made in our facilities to accommodate our ministry development? What opportunities and resources can we harness to showcase our ministry and experience? How can we build upon the rails of education ministry and elder care ministry? How do we better communicate and celebrate the ongoing ministry on our campus through education and elder care? What avenues of ministry on or off campus should be explored?

POSITIONING

Where are we now?

- Begin with provided questions.
- Add your own related questions.

PROJECTION

Where can we go?

- Pray often.
- Dream big.
- Be ambitious.

PRIORITIES

How do we get there?

- Identify the steps.
- Remain focused.
- Get detailed.

Meeting the Challenge of Financing the Future Ministry

What ministries are profitable? How can we eliminate debt? If elder care ministries are debt free what potential profit could supplement future church operations? What must be done to raise salaries to a competitive level? How can we develop a culture of generous giving? Is there "fat to be trimmed" in our expenses? How can we be more energy efficient to reduce rising costs? Is outsourcing of janitorial service, etc truly cost effective; and what do we lose in loyalty by outsourcing these services? What are additional revenue streams that could be utilized? Should we develop for profit ventures to create alternate revenue streams to fund ministry in light of the global decrease in faith based contributions? How can we assess the risk of achieving each of the strategic objectives based on the current outlook for the external and the internal operating environment using some consistent risk ranking? Once the strategy has been more firmly laid out, how can we assess if we have responded appropriately to those risks? How do we balance faith with wisdom?

Staff Development

Is our current leadership and organizational structure what we need for future growth and development? What incentives can we create for staff to continue their education? How can we assist in funding this education? What organizational changes would be helpful to reaching our goals? How can we make intentional progress in racial and ethnic diversity in the staff and leadership? How can we ensure effective professional development of staff year after year? How can we appropriately value and honor our staff?

Ministry Partnerships

Who are our official church ministry partnerships? What ongoing assessment measures should be implemented to evaluate addition or dissolution of ministry partnerships? Are there concerns with the shifting landscape of denomination for our alignment with SBC and GBC? How can we strengthen our denominational support? Why do we need affiliation with SBC and GBC? How can we better celebrate the Cooperative Program and shared mission efforts? Do the physical community ministry of Mission Columbus meet the needs we see in our community? Should we develop our own food bank/clothing bank or maximize existing partnerships to meet those needs?

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EXPECTATIONS

1. DETERMINE TEAM SCHEDULE
2. REVIEW KICKSTARTER QUESTIONS
3. COMMIT TO PRAY DAILY
4. SUBMIT SURVEY NEEDS BY JULY 1
5. INTEGRATE OUR MISSION AND VALUES
6. PROPOSE RELATED FOCUS AREA PRIORITIES BY AUGUST 15

CONSIDERATIONS

AS IT RELATES TO YOUR FOCUS AREA CONSIDER THE FOLLOWING SAMPLES:

1. HOW DO WE BUILD INTENTIONAL RELATIONSHIPS, PURSUE JESUS, AND CARRY HOPE TO OTHERS?
2. HOW DO WE POSITION OURSELVES FOR KINGDOM GROWTH?
3. WHAT WILL WE SPECIFICALLY DO OVER THE NEXT YEAR AND LONGER TERM (3-5 YEARS) TO CARRY OUT THESE CORE VALUES IN THE FOCUS AREA ASSIGNED?
4. HOW WILL WE MEASURE OUR PROGRESS? WHAT ARE KEY PERFORMANCE INDICATORS, KEY MILESTONES OR GOALS? HOW OFTEN SHOULD THEY BE MEASURED?
5. WHAT ARE THE TWO TO THREE RESOURCE NEEDS ALLOW US TO BE SUCCESSFUL WITH YOUR FOCUS AREA PLAN?

TARGET DATES

JULY 1 - SUBMIT SURVEY QUESTIONS FOR INCLUSION

JULY 15 - CHURCH-WIDE SURVEY

AUGUST 15 - SUBMIT FOCUS AREA PROPOSAL

SEPTEMBER 15 - COUNCIL OF LEADERSHIP SUMMARY

SEPTEMBER 22 - PRESENT TO THE CHURCH