

Strategic Planning 2022 Progress Report

The Strategic Planning Implementation Team has worked this year to help guide the execution of the strategic plan. The following goals have been completed or additional phases proposed.

- **Discipleship Mobilization:**

This team has worked to develop a framework to communicate what Calvary means to be a follower of Jesus. The following is the result of the work from this team:

A learning follower of Jesus who has been:

- Transformed by the Gospel
- Followed His example in baptism
- Worshiping in community with a heart of joy (delight and not duty)
- Loves others by serving (role in the body)
- Carrying hope to others (evangelism)
- Reproducing faith in others (discipleship/mentoring)

These are measured by:

Baptism Celebrations

2020

10 Baptisms

2021

14 Baptisms

2022

14 Baptisms

Engagement in a missional community

2020

ActsOne8 \$48,100

2021

ActsOne8 \$24,976

2022

ActsOne8 \$28,800

Exercise of spiritual gifts

Regularly giving to the church

2020

88 New Donors

356 Donors

2021

66 New Donors

297 Donors

2022

71 New Donors

287 Donors

Groups and classes are where discipleship mobilization occurs.

Below are examples of how this is achieved:

We engage with Bible

We are intentional in developing relationships

Every person is involved in the ministry

Every person is invited to participate in a missional community

– **Conduct a Demographic Study:**

This team has conducted a variety of research and surveys to develop a thorough demographic study of our community, neighbors, and church family. The full report is available in Appendix A.

– **Provide a class to discover spiritual gifts:**

We introduced a class this year that will help our church discover their spiritual gifts and how they are SHAPED for ministry. The class is called “Finding Purpose” and was offered for the first time in the

winter quarter of 2022. This class marks the completion of Phase One.

The inaugural class included six individuals. Three of them committed to using their gifts in ministry at Calvary. They are being disciplined to exercise their gifts and will engage in ministry in the coming year.

The class will be offered annually and will be used to help develop disciples who are using their gifts, talents, heart, passions, experiences, and spiritual gifts to engage in ministry at Calvary, in our community, and around the world.

In Phase Two, we will develop a tool that connects a person's spiritual gift and SHAPE to a ministry or service opportunity at Calvary. We will work to identify the spiritual gifts associated with success in ministry and then correlate that to service and ministries at Calvary. We anticipate this being completed and implemented in 2023.

In Phase Three, we will have people equipped to disciple someone to exercise their gifts. These individuals will be able to meet with a person who has completed "Finding Purpose" and help them find a meaningful place to serve. We anticipate this being developed and implemented in 2024.

– **Develop Guidelines for Missions and Ministry:**

This team has worked to develop guidelines and structure for missions and ministry partnerships. As we look at local, regional, national, or international organizations to partner with, we want to ensure they are a good fit for the mission and vision of Calvary. The full report is available in Appendix B.

Appendix A

Calvary Baptist Church 2022 Demographic Study

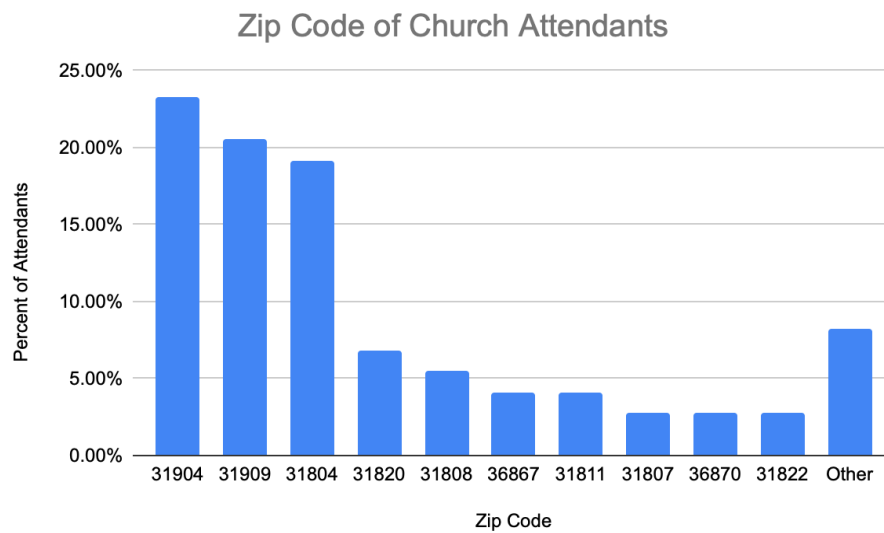
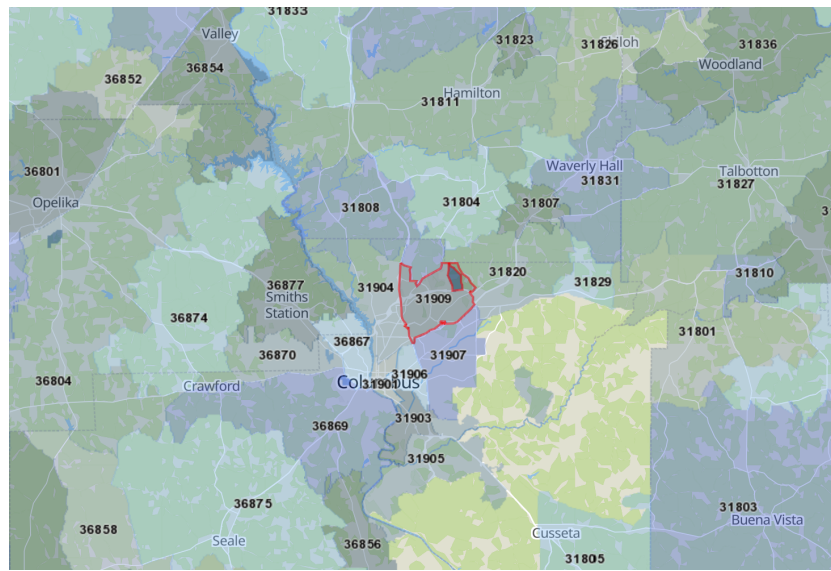
In 2022 in accordance with Calvary's Strategic Plan, a demographic study of our community and church was conducted. The goal was to focus on identifying who our church attracts, where God is at work in our community, who our neighbor is, and outstanding needs in the surrounding area.

Data for our community was collected from third-party surveys and studies, as well as governmental census information. In addition, our church data was collected via a digital survey, internal membership metrics, and weekly attendance records.

Geographic Study:

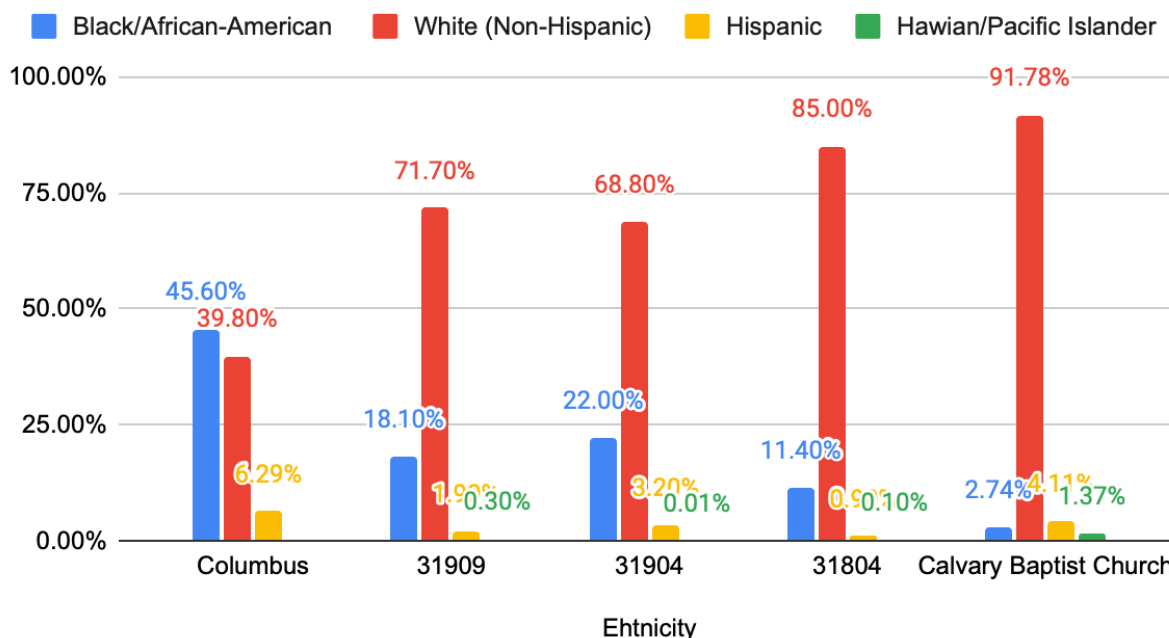
Calvary Baptist Church is located at 7556 Old Moon Rd, Columbus, GA 31909 in the North-East corner of Columbus/Muscogee County. According to Gloo studies, 182,722 people live within a 15-mile radius and 56,560 people live within a 5-mile radius. Below is a map of surrounding zip codes and a chart showing the Calvary attendees' home zip codes.

- The survey showed over 70% of our congregational makeup comes from Calvary's zip code (31909) or neighboring zip codes to the West and North.



Below is a chart comparing the ethnicity of the population of Columbus compared to neighboring zip codes and the attendants of our church. The city of Columbus/Muscogee County is an ethnically diverse town. Calvary is much closer to representing the ethnic breakdown for our neighboring zip codes than the city of Columbus as a whole.

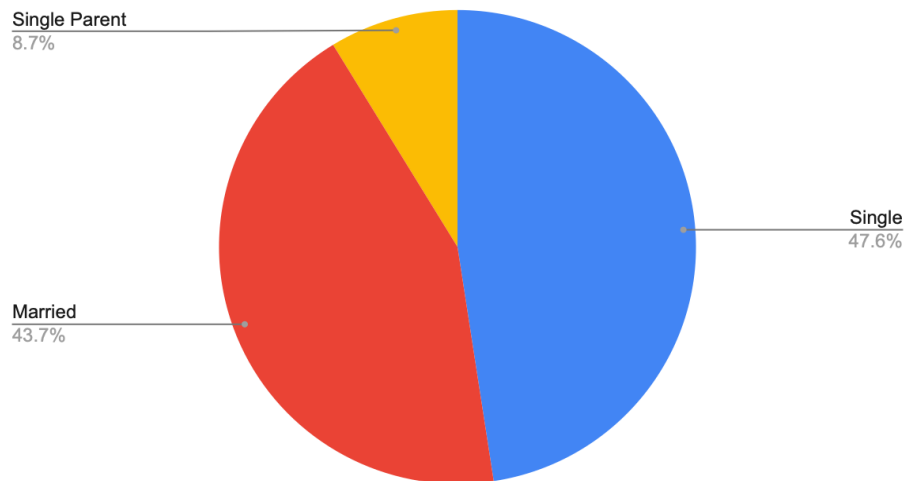
Ethnicity Comparison



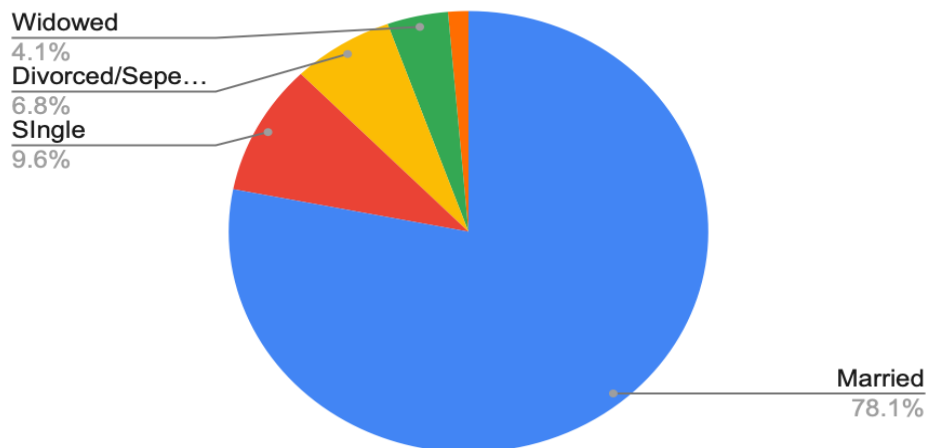
Marital and Family Status:

Within a 15-mile radius of Calvary, it is recorded that 49% of the population is single, 45% married, and 9% single parents. The figure changes only slightly within a 5-mile radius to 48% married, 46% single, and 9% single parent. Calvary Baptist Church differs significantly in marital status from our community. The charts below show the disparity.

Marital Status of Community

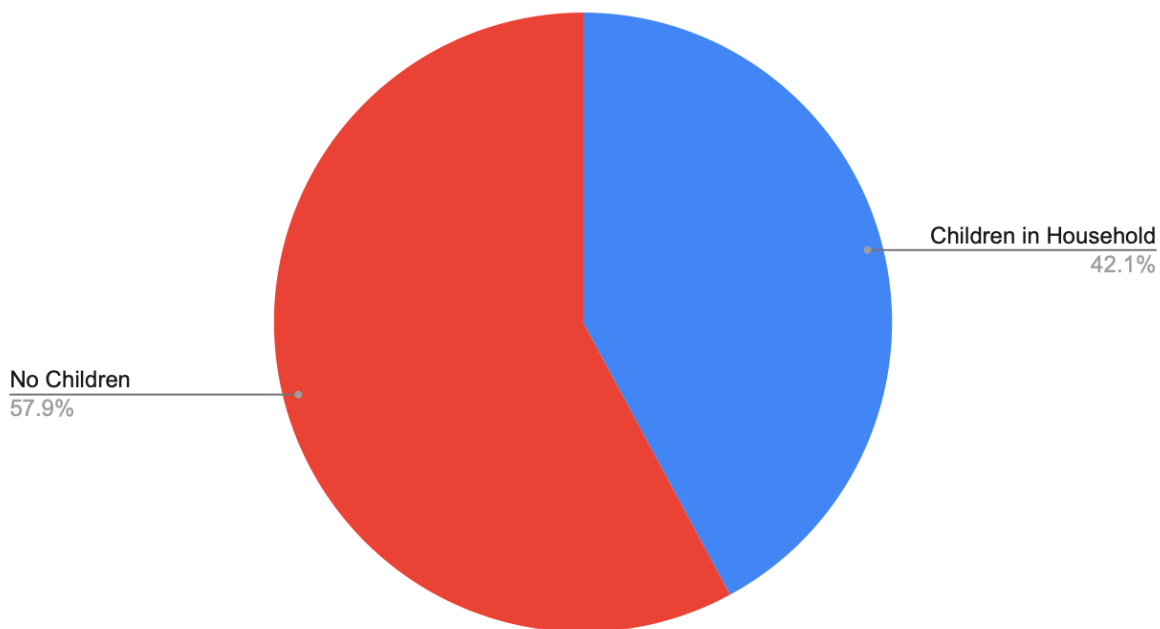


Calvary Attendants Marital Status



According to census data, 49% of households in our surrounding community have children under the age of 18. Our survey indicated that 42% of families at Calvary have children under 18 in their household.

Families at Calvary with Children under 18



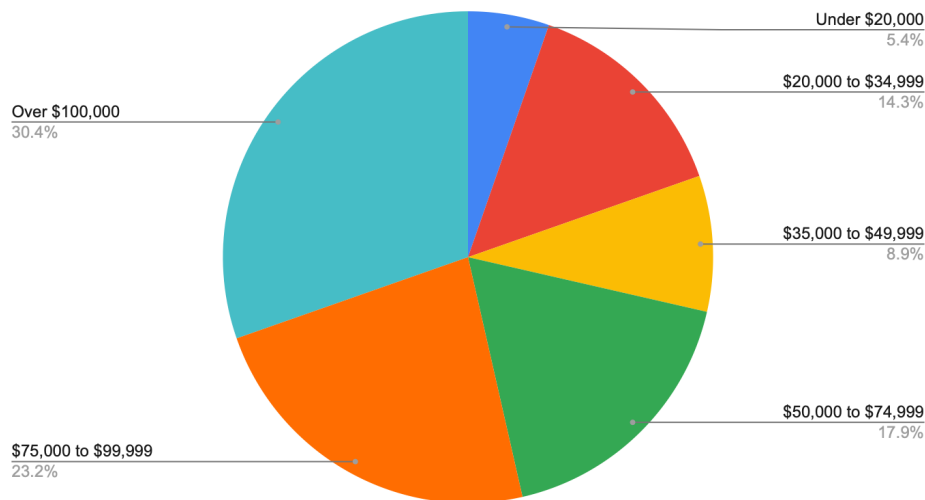
Occupation/Economic:

Calvary Baptist Church attendants have a variety of employers and job fields. According to our survey, the four most common occupations for our church are retirees, teachers/educators, healthcare workers, and military servicemen. These four occupations make up over 55% of the survey responses.

According to the Population Reference Bureau, the median household income for Muscogee County in 2018 was \$46,408, which is notably below the state and national median. Georgia's median family income is \$58,700 (2018) and the national median household income is \$62,843 (2018). Harris County, Georgia however does have a notably higher median household income of \$79,860 (2020). According to an independent study

conducted by Gloop, the average family income within 15 miles of our church is \$62,200 however narrowing the radius to 5 miles increases the joint family income to \$75,100. Over 68% of families at Calvary have a household income higher than the Muscogee county median. The chart below showcases the joint family income for families at Calvary.

Joint Family Income of Calvary



Notable Community Data:

- Opioid
 - Our community sees a higher-than-average risk of suffering from opioid dependence than the national average based on family history, personal history, and psychological diseases. Over 31% of the population within 5 miles of Calvary are considered at high risk for opioid dependence. Wherein the national average is 21%.
 - This also indicates a higher-than-average history of substance abuse, childhood trauma, and psychological diseases than the national average.
- Mental Health
 - Those who live within a 5 miles radius of Calvary Baptist Church are at a higher than national average risk for

anxiety and depression. 6% of our immediate community is at risk.

- Marriage:
 - Gloom Studies notes that 16% of marriages in the surrounding area are classified as a “Marriage in Need” indicating a significant community need for family and marriage support.
 - It was also identified that 17% of marriages within a 5-mile radius contain stressors that frequently lead to divorce.

Appendix B

2022 Guidelines of Missions and Ministry Support

Ministry partnerships between churches and non-profit organizations are essential to the continued work of expanding the Kingdom of God both locally and globally. Scripture encourages us to work together in a unified approach to achieve this goal. Jesus himself emphasized teamwork and unity in his relationships with the disciples. We recognize we are better when we surround ourselves with partners committed to loving God and our neighbor. We can accomplish more through partnerships than we can on our own. We also recognize there are different levels of partnerships. These are guidelines Calvary Baptist Church has in place to protect the integrity of our church and define the requirements for ministry allies. As an ally, we will contribute up to \$600 of financial support per year.

Guidelines for Ministry Ally:

- Shared vision

Calvary is a devoted family that loves God and loves our neighbors. The best partnerships are born out of a similar focus or vision statement. Ministry allies must have a similar vision and commitment to carry out that vision.

- Shared values

Our mission is to grow together in faith, generosity, and unity. We do that through intentional relationships, pursuing Jesus, and carrying hope. Ministry allies should have similar values and ministries working towards the same goal.

- Shared burdens

Calvary Baptist Church is deeply burdened for those who do not know Jesus Christ, both here in the Columbus area and around the world. We care for those in need and seek to be used by God to make His name great among the nations. We have a burden for the next generation and are committed to growing and training them in the ways of Christ. Finally, we are burdened for every member of Calvary to walk in the rhythm of hearing from the Lord and putting it into action. Ministry allies should share similar burdens.

- Shared expectation

At the outset of this association, representatives from both Calvary Baptist Church and the ministry ally should develop a shared understanding of what is expected from each entity. This includes the timeframe of association and responsibilities or contributions from each member.

In-depth partnerships involving greater financial support, shared resources, and an ongoing pursuit of common ministry goals will require additional requirements to succeed. In addition to the list above, these are the guidelines Calvary Baptist Church has in place to strengthen relationships with current partners and offer guidance on when the partnership should end or begin.

Guidelines for Ministry Partners:

- Commitment to the Gospel

We believe Jesus is the hope of the world. We love because Jesus loves us; we serve from a heart that the Gospel has transformed. Scripture describes the Gospel as the power of God for salvation to everyone who believes. We are motivated by the Gospel, strengthened by the Gospel, and saved by the Gospel. Ministry partners must mutually agree on the definition of the Gospel and our commitment to spreading the Gospel in all that we do.

- Doctrine

We recognize there are multiple divisions we see in the church around doctrine and theology. However, we must agree on some core doctrinal beliefs to establish a partnership. Ministry partners must agree and align with Calvary's Statement of Faith and the doctrines we hold that are non-negotiable.

- Commitment to the local church

Jesus established the church as the primary mechanism through which the Kingdom of God spreads its boundaries. Christ died for the local church. Scripture calls the church the Bride of Christ. Therefore, everything we do in missions and local ministry is connected with the local church. Ministry partners must mutually agree on the biblical definition of the local church and an appreciation of the local church.

- Commitment to collaboration

In the spirit of collaboration, we desire to be highly intentional and develop a deep relationship with the people in partnership. Ministry partners must be committed to pursuing collaboration to strengthen the overall Kingdom impact in the community and around the world. Collaboration is born out of a relationship. In this relationship, we have the opportunity for accountability, encouragement, and transparency of operations.

- Hands-on experience

The act of sending is an integral part of the Lord's methodology to make His name great among the nations. Calvary has the desire to be part of what God is doing already as He mobilizes His church to represent Him among all the peoples of the earth, so that, indeed, there will be a day when those from every tongue and tribe and nation will gather around His throne declaring His praises. Therefore, the ministry partners must provide ways for the people of Calvary to engage in hands-on missions and ministry.

- Financial Transparency

Due to the nature of partnerships, we reserve the opportunity to know how our resources are used. This can include a request for financial documents, reporting of different projects, and general accountability. Ministry partners agree to provide information regarding how the resources given by Calvary Baptist Church are managed.