



REframe the VISION

A Revitalization Strategy for First Baptist Church, Thomson, GA
Presented by the Strategic Revitalization Team

Where Is God Taking Us?

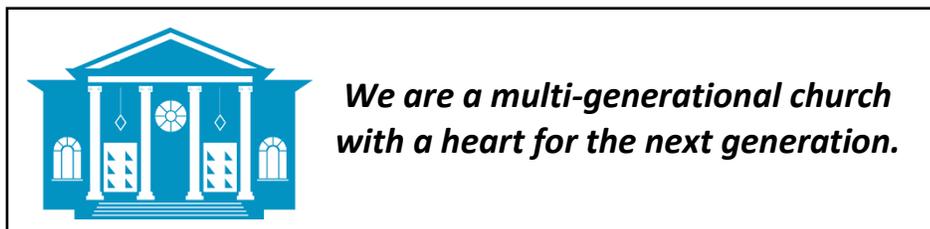
The Vision Frame:

- **The Kingdom Concept:** *Who are we?* (Identity)
- **The Missional Mandate:** *What do we do?* (Purpose)
- **The Missional Motives:** *Why/How do we do it?* (Core Values)
- **The Missional Map:** *How do we get there?* (Strategy/Process)
- **The Missional Life Marks:** *When are we successful?* (Measures/Scorecard)

Our Kingdom Concept: *Who are we?*

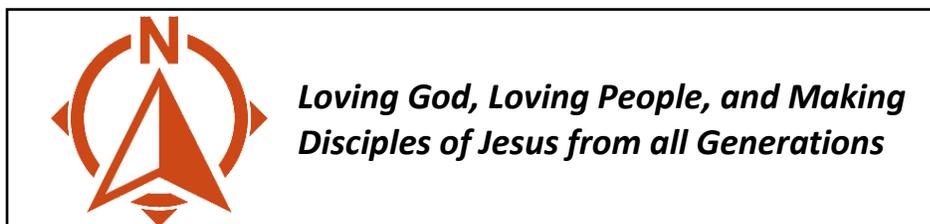
What We Learned: (from listening sessions, demographic study, internal analysis)

- Concerns over schools, violence, and drugs
- We are a multi-generational church, with strong ministries for people from preschool through senior adult.
- Our resources and people provide us with unique opportunities and abilities to reach and minister to people from all walks of life.
- We have historically emphasized reaching and discipling “the next generation.”



Our Missional Mandate: *What do we do?*

This statement answers, “Why do we exist?” It is our compass, always pointing us to the true north of God’s purpose for the church. It is based on the Great Commandments (Mark 12:30-31) and the Great Commission (Matthew 28:18-20).

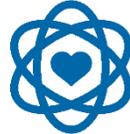


Our Missional Motives: *How and Why do we do it?*

Values are shared convictions that guide our actions and reveal our strengths. They are filters for decision making that undergird everything we do.

- Some values are *aspirational*—we strive to embody these principles
- Some values are *actual*—describing what is important to us presently

Our Values Discovery Process: Core Values Audit, Storyboarding, Study of the biblical marks of a New Testament church, and the Listening Session



Biblically Faithful

Proclaiming God's Word with integrity, authority, and clarity

Authentically Worshiping

Worshiping God in Spirit and truth, both personally and together

Prayer Dependent

Depending daily on the Spirit for wisdom and strength

Missionally Engaged

Reaching our neighbors and the nations for Jesus

Compassionately Serving

Sharing the Gospel as we meet physical and spiritual needs

Family Affirming

Helping families grow strong and helping people find family in Christ

Relationally Centered

Going the extra mile so people know they are loved and that they matter

People Empowering

Helping people know and live out their gifts and strengths on mission

Our Missional Life Marks: *How do we know when we are successful?*

How do we know when the mission, values and strategy are working together as they should? When do we hit the bull’s-eye?

What kind of Christian is our church designed to produce?

Life marks are a set of attributes in an individual’s life that define or reflect the accomplishment of the church’s mission. These measures are determined by:

- The church’s portrait of a spiritually mature disciple
- The standard by which the mission can be measured with respect to an individual’s development through the ministry of the church

What kind of disciples do we want to be and make?

“Follow me, and I will make you fishers of men.”—Matthew 4:19

Jesus’ call to discipleship involves the whole person:

- We first follow Jesus at the **head** level as we learn and believe truths about Jesus (“Follow me…”).
- Our **hearts** and values are changed by Jesus through the process of sanctification (“and I will make you”).
- By the work of our **hands and feet**, we commit to the mission of Jesus to make disciples of all people (“fishers of men”).

God calls us to love Him, to love one another, and to make disciples of Jesus who are learning to think, be, and act like Him:			
			
	THINK like Jesus	BE like Jesus	ACT like Jesus
Loving God	Personal God Authority of the Bible Identity in Christ	Hopeful Patience Joy Peace	Worship Bible Study Prayer
Loving People	Church Cooperation Family	Love/Compassion Gentleness Self-Control	Biblical Community Spiritual Gifts Stewardship
Making Disciples	Salvation by Grace Eternity Humanity	Faithfulness Humility Kindness/Goodness	Sharing the Gospel Reaching Neighbors Reaching Nations

Our Missional Map: *How do we get there?*

The *Map* is the process by which the church will accomplish its mandate:

- It's the pattern of how ministries fit together for fulfilling the church's mission.
- It's the rhythm of church life as the Body of Christ on mission.
- It's where programs find their purpose and ministries find their meaning.
- It's both a locator and a guide, orienting people in the life of the church and guiding their next step.
- It helps people know why we exist and how we get there together by outlining a simple and obvious pathway of involvement in the church.



We want all Christians to **Come** to worship, **Grow** in small groups, **Serve** from their *SHAPE*, and **Go** make disciples.

The Bible describes how disciples are made, using four words: come, grow, serve, go. These four words also describe the path we encourage every disciple to walk at FBC Thomson. We challenge every disciple of Jesus to . . .

Come to Christ in worship: (LG)

- Gather weekly for worship with God's family.
- Spend time daily worshipping God at home.
- Connect with our church through membership.

Grow into Christlikeness in a group: (LG/LP)

- Weekly in small groups
- Regularly in equipping classes
- Daily with spiritual disciplines (prayer and Bible Study)

Serve Christ out of love: (LP/MD)

- Regularly serve from your S.H.A.P.E* by serving on a team.
- Regularly meet peoples' needs with Gospel compassion.
- Practice biblical stewardship of your time, tithe, and treasures.

Go for Christ to make disciples: (MD)

- Regularly pray, give, and go to reach our Neighbors and the Nations.
- Be prepared to engage others in Gospel Conversations.
- Be part of a one-on-one discipling relationship.

*Spiritual gifts, Heart passion, Abilities, Personality, and life Experiences

The Disciple's Path

The Bible describes the process of discipleship as walking a path, following Jesus. This path leads us to four important touchstones: Come, Grow, Serve, and Go. If you are all Go without also Coming to worship with God's people, you'll get worn out. A steady diet of Grow without the action of Serve or Go leads to an unhealthy inward focus and spiritual indifference to the Great Commission. We all need a balanced spiritual diet to remain fit and able to serve God in the ways He has gifted us.



How Do We Get There?

The Vision Frame Implementation

4 Essential Elements for Vision Implementation:

“A simple church is a congregation designed around a straightforward and strategic process that moves people through the stages of spiritual growth.” –Thom Rainer, *Simple Church*

1. **Clarity**—Design a process of discipleship that can be clearly communicated and understood by the people.
2. **Movement**—Establish sequential steps in the process to help people reach greater areas of commitment.
3. **Alignment**—Arrange the ministries, programs, and staff around the same simple process.
4. **Focus**—Commit to abandon what falls outside the simple ministry process.

Vision Frame Implementation Proposal

We propose a 24-month implementation process for aligning and focusing the church’s programs, ministries, policies, and procedures around the Vision Frame.

We propose two leadership groups to help guide the church into implementation. These groups will work in coordination with the deacons, lay leaders, and committees of the church: the **Vision Implementation Team** and seven **Action Teams**.

Vision Implementation Team (VIT):

- Oversees the implementation process of the Vision Frame.
- Reports to the deacons and church.
- Comprised of pastors, chairman of deacons, and the head of each Action Team (as nominated by the Strategic Revitalization Team).
- Coordinates the work of the Action Teams and guides the church’s efforts toward alignment and implementation of the vision frame. Action teams will report directly to the VIT.

Following the 24-month Implementation Phase, the VIT will be replaced by a new, ongoing committee called the **Vision Team**:

- A committee of the church that will assume duties similar to the church council.
- Comprised of the lead pastor, chairman of deacons, and six church members (3-year rotation, 2 replaced each year).
- Will provide ongoing evaluation of the Vision Frame.
- Will guide the church in continual clarity, movement, alignment, and focus across all ministries and programs.
- Will guide the church in prayerful dependence on the Spirit’s leading for current and future goals.
- Will keep short- and long-term goals before the church.

Action Teams:

- Each team is responsible for developing an implementation plan for a specific area of the church.
- Each chaired by a member of the VIT and resourced by a pastor.
- Will work with current committees and key volunteer leaders in the church.
- Teams may vary in number of members and the scope of their work.
- The goals of each team will be decided by the VIT, based on this proposal.
- Action plans will be referred to the VIT for approval; once approved, the plan is to be brought to the deacons and then the church for adoption.

Proposed Action Teams

1. “Come to Worship” Action Team

- Evaluate Sunday morning worship and make recommendations.
- Develop a cohesive hospitality plan that incorporates ushers, greeters, and follow-up processes.
- Evaluate facilities and processes to help us be a more welcoming church and make recommendations.
- Develop a robust *Next Steps* process for helping guests connect with, learn about, and join our church; and then fully assimilate into the life of our church.
- *Coordinates with:* music ministry, head usher, greeter ministry coordinator, and the Decorating, Property and Space, Evangelism, and Membership committees.

2. “Grow in Groups” Action Team

- Evaluate our current Sunday School and weekday small groups (including curriculum and other resources) and make recommendations for developing them into a cohesive small group ministry.
- Evaluate our Sunday and Wednesday adult options (Re:Connect and Cross Currents) and make recommendations.
- Evaluate our Senior Adult, Men’s, and Women’s ministries and make recommendations.
- *Coordinates with:* Sunday School, men and women’s ministries, Senior Adult Committee.

3. “Serve in Love” Action Team

- Evaluate our current committee structure and develop a structure that better emphasizes our core value of empowering people to serve based on their SHAPE.
- Evaluate our current process for deacon selection and make a recommendation for how to improve and simplify it based on our core value of empowering people to serve based on their SHAPE.
- Develop a ministry for teaching people about SHAPE, helping them identify their SHAPE, recording their profile for the church office, training people for ministry, and releasing people to serve.
- Develop a master list of service opportunities and serve teams (with SHAPE characteristics identified) and a process for people to learn about and become part of service opportunities/teams.
- *Coordinates with these committees:* Missions, Committee on Committees, Nominating, and Deacons.

4. “Go on Mission” Action Team

- Develop a program for training people in personal evangelism and disciple making.
- Develop a one-on-one discipleship/mentoring program.
- Evaluate the church’s current programs for mission involvement in reaching the nations and make recommendations.
- Evaluate the church’s current programs for mission involvement in reaching our neighbors and make recommendations (to include the exploration of new ways of reaching the community, visitation, better event follow-up, and better campus usage for outreach).
- *Coordinates with these committees:* Missions and Evangelism.

5. Next Generation Action Team

- Evaluate the preschool, children, youth, and college ministries of the church to develop a more cohesive and intentional ministry that reflects the Vision Frame. This will include a critical look at all programs, events, and activities in each ministry area and exploring the possibilities of new programs and events to better reach and disciple these age groups in our community.
- Evaluate our Childcare Ministry on Sundays and Wednesdays and make recommendations. This is to include personnel, processes, curriculum and activities, and safety and security.
- Build on our Faith@Home Center to develop a comprehensive family-based ministry to equip people in all life stages and in all kinds of families for growing in their faith and making disciples beginning at home.
- *Coordinates with:* Childcare Coordinator, applicable program leaders, Children’s Church coordinator, Youth Committee, and Children’s Committee.

The Property and Space Committee and the Personnel Committee will be tasked with assuming the following duties in order to function as the final two Action Teams through the duration of the implementation phase.

6. Campus and Facilities Action Team (Property and Space Committee)

- Work with an architect to develop a 20-year master plan of the entire campus to maximize our facilities for current and future ministry uses (including discussions of the Ferguson Property).
- Evaluate our transportation needs and develop a long-range plan for replacing and expanding our fleet of buses.
- Develop a comprehensive safety and security plan for the campus, with special focus on the preschool hall and children’s department.
- Evaluate the church’s current and future technology needs and make recommendations.
- *Coordinates with:* Stewardship committee, head usher, Childcare Coordinator, Audio/Visual Coordinator

7. Personnel Action Team (Personnel Committee)

- Evaluate the current staff and make recommendations on future staffing needs.
- Develop a new staff evaluation process.
- Evaluate and recommend changes to the personnel policy handbook in light of the vision frame.