

First Family Strategic Initiatives

April 18, 2010

(Biblical references: Psalm 133:1, Revelation 2-3, Matthew 28:19-20, Acts 2:38-47, 2 Corinthians 3:18, Acts 6:1-3, Acts 13:1-3, Acts 1:8)

1. **Strategic Initiative – Evaluate the role and expectations of the Senior Pastor at the First Family.**
 - a. **Goals**
 - Develop a written description of the role of the senior pastor at FBC, Columbia.
 - Explain, in writing, the accountability process, and responsible group for the senior pastor.
 - Update the senior pastor job description to contain the developed description and accountability process
 - b. **Action Steps**
 - Meet with the Steering Team to develop a written description of the role and process of accountability.
 - Evaluate these as to their consistency with the present bylaws of the church. If necessary bring any suggested bylaw changes to the church for approval.
 - Pass the items to the Personnel Ministry Team to incorporate into the senior pastor job description.
 - Upon completion give these to the Senior Pastor Search Team to be used in the senior pastor search process.
 - c. **Group or Person Responsible** – Steering Team
 - d. **Support/resources needed** – The church's current constitution and bylaws along with information from other churches of our size and structure.
 - e. **Completion date** – June 1, 2010
 - f. **How to measure** – Action completed/ yes or no

2. **Strategic Initiative - Review stated core values of the church to ensure they reflect the Biblical purposes of the church. Provide a systematic way to communicate these values to the church on an ongoing basis.**
 - a. **Goals**
 - Ensure that the core values of the church are a complete reflection of the Biblical purposes of the church.
 - Develop a systematic approach to communicating these values to the church on an ongoing basis.
 - b. **Action Steps**
 - Review core values making any changes or additions necessary to the statement of core values.
 - Bring any revision of the stated core values to the church for approval and as a revision to the statement in the church's constitution.
 - c. **Group or Person Responsible** – Steering Team and Lead Pastors
 - d. **Support/resources needed** – The church's current constitution and bylaws along with the Bible.
 - e. **Completion date** – August 1, 2010
 - f. **How to measure** – Action completed/ yes or no

3. **Strategic Initiative: Examine our current discipleship process of developing fully devoted followers of Christ to ensure the effectiveness of the process and amend as required.**
 - a. **Goals**
 - Evaluate the process's effectiveness in developing fully devoted followers of Christ within the biblical functions of the church (evangelism, discipleship, fellowship, ministry, worship.)
 - Identify additional programs which may increase the effectiveness of our process.
 - Develop an ongoing systematic approach to communicating our process to the congregation.
 - b. **Action Steps**
 - Review the process of "Worship, Connect, Serve, and Pray" and the programs associated with each step of the process. Evaluate their adequacy and effectiveness in accomplishing the biblical functions of the church.

- Assess our process and programs for their effectiveness in reaching growing demographic groups (i.e. single parents, young families, single adults.)
- Develop Bible study groups that grow church members and attenders in their knowledge of God's word and provide them with Christian life skills.
- Identify and implement opportunities that provide training and encouragement for personal evangelism.
- Produce DVD driven small group lesson for adult small groups that explains and clarifies our purpose, process, and values.

c. **Group or Person Responsible** – Pastoral Staff

d. **Support/resources needed**

- Curriculum
- Materials
- Bible Study Leaders
- Congregational Participation

e. **Completion date** – ongoing

f. **How to measure**

- Periodic survey of congregational understanding of process of discipleship
- Annual review of effectiveness of church programs

4. Strategic Initiative: Refocus on the current financial aspects of the church by implementing a renewed emphasis on our Kingdom Initiative, which encompasses the new children's building, our debt reduction plan and a focus on local ministries. Additionally, this refocus will include the ongoing responsibility of us as Christ followers to Biblical stewardship.

a. **Goals**

- Put the Kingdom Initiative on track to fully pay for the new children's wing by the end of our construction loan.

b. **Action Steps**

- Develop a plan to introduce the Kingdom Initiative to those who have not had an opportunity to participate and reemphasize it to those who have made commitments.
- Implement a regular emphasis of biblical stewardship that includes teaching people about managing their finances and informs the congregation of the ministry impact of their faithful giving.

c. **Group or Person Responsible** – Kingdom Initiative Follow-up Team: Kingdom Initiative Emphasis
– Pastors: Stewardship

d. **Support/resources needed** – TBD

e. **Completion date** – Fall 2010

f. **How to measure** – Gifts and commitments to the Kingdom Initiative along with overall financial support to the church

5. Strategic Initiative – Develop a special prayer initiative in preparation for the calling of new senior pastor.

a. **Goals**

- Lead our church to seek God's will and direction for:
 1. The Senior Pastor Search Team,
 2. The man that God is calling to be our new senior pastor,
 3. Our church to be ready for what God has in store for us as a church.

b. **Action Steps**

- Establish an emphasis on the importance of prayer at this critical time in the life of our church.
- Provide a guide of how and what to pray for during this important time.
- Schedule times of corporate and personal prayer for the church in an organized and timely manner.

c. **Groups or Person Responsible** – Pastor Sid assisted by other pastoral staff

d. **Support/resources needed** – Congregational participation

e. **Completion date** – begin by the time the Senior Pastor Search Team is elected and continue until search is completed.

f. **How to measure** – results are in God's control