Vision Statement

*Calvary Baptist Church is a Christ-centered community of faith devoted to the worship of the living God. Committed to a deeper understanding of God's word, we aspire to grow personally and communally, to become a sanctuary for all God's people, and to pour out God's love in the local and global community.*

Worship

**Goal:**

*We seek a creative and vibrant worship experience genuinely expressed in a blend of styles and mediums that are reflective of our diversity enabling us to experience God in meaningful ways.*

**Long term**
- Full complement of instrumentalists and vocalists.
- Strong worship leadership that will broaden our worship expression.
- Good blend of “heart, soul and mind” in our worship experience through regular inclusion of personal testimonies that are reflective of the worship theme or ministry emphasis.
- Regular participation by members incorporating a full range of their talents and skills.
- Worship that is inclusive of all age groups.
- Worship that is reflective of the neighborhood surrounding our facilities as well as global diversity.
- Occasional children’s worship service to provide an age-appropriate worship alternative for children.

**Short term**
- Attract and recruit more musicians to and from our membership.
- Increase the number of worship ensemble singers.
- Increase the number of adult choir members.
- Provide professional growth and development for worship leaders.
- Include a variety of individuals, groups and ministries in the worship experience and in the planning of worship.
- Organize a thematic worship that connects the message, music, sermon and other expressions of worship.
- Provide education and opportunities for global worship experiences on a regular basis.
- Solicit member participation in offering readings, prayers, special music and drama. Members will have an opportunity to explore their gifts and talents in collaboration with a worship team.
- Focus community ministries on bringing individuals and families into worship.
- Provide a worship experience sensitive to ethnic, educational and economic diversity.
- Attract and recruit capable children’s worship leaders.

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1 A College Ministry Addendum is in the works.
Discipleship

Goals:

*We seek effective programming for all ages and stages of life that focuses on personal spiritual growth and promotes community in small groups and the larger church family*

**Long term**
- Participation by 80% of church membership in well defined Sunday School and/or Life Group ministry.
- Provide Mid-week programming to foster spiritual growth for all ages
- Participation by 50% of church membership in special discipleship opportunities (retreats, workshops, camps, etc.).
- Addition of a Minister of Spiritual Formation to organize, steward and promote discipleship activities.
- Addition of a College Minister to meet the needs of students in local colleges and universities.

**Short term**
- Offer annual training events for Sunday School teachers and Life Group leaders.
- Provide accountability and opportunities for feedback for all SS classes and Life Groups to assess areas of strength and areas needing improvement.
- Offer church-wide SS curriculum at least once a year.
- Continue to promote and enhance Calvary 101.
- Provide elective Sunday School classes with each rotation as well as building up curriculum resources for established classes.
- Increase the number of Life groups over the next two years.
- Increase Life Group connections to the greater Calvary community through testimonies, teaching, and service.
- Encourage and foster leadership development for new SS teachers and LG leaders.
- Offer theological, doctrinal and practical offerings on Wednesday nights and incorporating teachers from among the congregation.
- Initiate annual Women’s, Men’s and Family retreats.
- Provide discipleship opportunities that are sensitive to ethnic, education and economic diversity.
Missions

Goals:
We seek to foster relationships through ministries that are focused on the holistic (social, physical, economic, spiritual and emotional) needs of people in our local and global communities while proclaiming the love of Christ in all that we say and do.

Long term
- 80% of the Calvary membership will be engaged in some type of mission activity.
- New mission activities will begin only when there is a core group of 7-9 members willing to commit themselves to it and budgeted seed money has been successfully designated to successfully support the initiative.
- At least one global annual mission trip encouraging members to engage in an ongoing church relationship with a Christian organization in another country.
- Outreach to undergraduate, graduate and seminary students from other countries in order to develop significant relationships and mentoring so that they will be able to more fully engage in effective ministry upon their return to their native countries.
- Encourage greater facility utilization by community groups.
- Consistent evaluation of effective ministries for at-risk populations.

Short term
- Engage current Calvary members through participation, support and prayer in various parts of the Family Partnership Program.
- Work to help each Calvary member discover or determine their sense of personal calling to missions.
- Examine all existing mission activities to determine whether or not there is sufficient member commitment and support to continue.
- Continue and enhance Calvary Bible Club, Celebrate Recovery, Project Hope, Advocacy Camp and Calvary English Classes.
- Increase the time and budget allotment for the Minister of Community Missions in order to provide support and training for members ready to engage in mission activities.
- Include personal testimonies during worship of salvation through these ministries.
- Support lay leadership to take responsibility for developing the opportunity for a church-sponsored global mission trip.
- Budget sufficient funds to facilitate mission activities.
- Collect one Global Missions Offering per year.
- Identify church members that have a calling to mentor foreign students in order to develop a cohesive support system.
- Enhance communication to local community groups and the Calvary family regarding congregational and community opportunities.

Respectfully Submitted,

The Strategic Planning Committee.

Bethany Bear, Jennifer Caballero, Don Corley, Clara Holleyman, Lisa Klumpp, Dave Oakley, Jon Singletary, Alva Stem, Betty Talbert, Dennis Tang and Tish Tucker and Pastor Jim Coston
Worship
Our goal is for children to learn what it means to worship God through learning about worship in an age-appropriate setting as well as in our larger worship services. We will continue to have monthly children’s worship services for K-3rd graders, recruiting more leadership in this ministry from different areas of the congregation. We also will continue to incorporate children into different areas of our current worship through: Scripture reading and prayer, weekly children’s messages, children’s choirs, children’s drama, reminder’s of God's love, and other creative elements in which children can both lead and participate.

Discipleship
Our goal is to guide children of all ages to love God and to walk in the way of Jesus. By the time children enter the youth group, our goal is that they:

- know the basic stories of the Bible, are familiar with or have memorized the books of the Bible, and have memorized solid base of Scripture
- understand what it means to be a follower of Christ and have been presented with God's plan of salvation for them
- know what it means to live in a relationship with Christ and have a basic understanding of discipleship
- have cultivated a love for the Church and have had opportunities to fellowship with their church family

We plan for children to reach these goals by their participation in Sunday School, Connections, Following Christ (special class for 3rd/4th graders), Children’s Bible Club, summer camp, Club 56, and frequent fellowship events for children and families. We also understand that all of this cannot be achieved by attending church a few hours each week and hope to encourage the family unit as the primary place of a child’s spiritual formation.

Missions
Our goal is for children to be actively involved in both local and global mission’s opportunities. We don’t want to be a church that does everything FOR children but that teaches children the importance of serving others and that gives them opportunities to do this. Children will be exposed to mission’s opportunities through participating in Sunday School, Preschool missions classes, monthly local and/or global mission projects on Wednesday nights, Children’s Bible Club, Passport Kids! Camp and Advocacy Camp.
Calvary Baptist Church
Strategic Planning Committee
Mission Plan
November 2010
Youth Ministry Addendum

Understanding the importance of our youth and the unique opportunity for spiritual formation within this age period, Calvary Baptist will provide an atmosphere for learning and questioning, a place of safety and community and occasion for each young person to know Jesus Christ personally. To this end, we have the following goals for our youth program.

Worship
- Youth lead worship in its entirety at least annually.
- Individual youth are invited to participate in all aspects of worship leadership.
- Youth have regular opportunities to worship among themselves in a style especially conducive to their age group.

Discipleship
- Every young person at Calvary makes a decision to walk as a disciple of Jesus.
- Sunday School will provide in depth biblical and topical study lead by individuals committed to nurturing and fostering spiritual formation in each young person.
- Youth have regular mid-week opportunities to engage in study and discussion.
- Growth groups (those segregated by gender and age) remain integral parts.
- Adults model faith in Christ through interaction with youth as youth workers, growth group leaders and Sunday School teachers.

Mission
- In addition to emphases in worship and discipleship, service opportunities will provide regular mission engagement.
- These opportunities will occur within and outside of Calvary.
- In addition to doing missions, youth will understand the faith foundation for missions.