

THORN GROVE BAPTIST CHURCH
2020 VISION CASTING MEETINGS FOR FOCUS 21
9/20/20, 10/4/20, 10/18/20 – 6 PM

Thorn Grove Baptist Church is a community of Christ-followers who are being changed by Christ and are committed to His mission *to seek and save the lost!*

We exist to LOVE GOD. LOVE OTHERS. MAKE DISCIPLES.

Connecting Others to Christ and His Church

Growing in a Faith Community

Serving with Compassion and Purpose

Multiplying Disciples in the Grove and around the Globe

PROGRAM: Focus 21 is a master plan designed to bring focus, clarity, and unity to the congregation under the leadership of the Holy Spirit.

PURPOSE: Focus 21 provides a general, comprehensive plan that helps TGBC to more effectively fulfill God's mission and purpose of *loving God, loving others, and making disciples* in the 21st century.

PRESENT SITUATION: TGBC has a core group of people who genuinely love the Lord, love others, and want to make disciples. At the same time, TGBC maintains a COMPLEX SYSTEM that leads to PHYSICAL and EMOTIONAL BURN OUT. Out of love for the church, core believers are running on empty trying to run a system that is too complex for the size of our congregation. If we are multitasking, we are doing very few things with excellence.

PROPOSAL: Focus 21 seeks to SIMPLIFY THE SYSTEM by RENEWING, RESTRUCTURING, RE-ALIGNING TGBC to more effectively fulfill God's mission and purpose of *loving God, loving others, and making disciples* in the 21st century. This proposal transitions TGBC from an INSTITUTIONALIZED SYSTEM to a more RELATIONAL SYSTEM for making disciples. The focus becomes more on building relational environments rather than running a system.

I. RENEWAL

Thorn Grove renews the four methods in disciple-making to ensure that all church related ministry activities align, support, and enhance the mission of the church *to make disciples*. All ministry activities that do not align with the mission to make disciples will be eliminated. RENEW. SIMPLIFY.

A. Connect Others to Christ and His Church

Renew our commitment to Christ and His Church. Spiritual Renewal starts with "ME."

Renew our commitment to the Connection Center. Recruit more people to serve at the connection center. Connection breakfasts are reduced to once a quarter. The Connect Class is offered two times a year (fall, spring).

Renew our commitment to the Carter and Northview Communities. The missions committee continuously evaluates bridge events and outreach projects to ensure all projects impact our community and enhance opportunities to build relationships with those outside the church in hopes of connecting them to Christ.

Renew our commitment to be outward focused and reach new people. Enhance our ministries (next generation, men, women, and senior adult) to focus on intentionally building relationships and connecting others to Christ and His Church. Simplify ministries so that we are not so involved inside the system that we forget about connecting with others outside the system. Worship. Grow. Serve.

We must have healthy dialogue as a church family and answer the question: **What are we willing to do to reach people outside the church and outside of the faith?**

B. Growing in a Faith Community

Renew our commitment to accountability. Our goal is for all active members to be involved in at least one Sunday school class/small group each week.

Renew our commitment to small groups. Sunday school classes and small groups focus more on relational disciple-making. This includes accountability, community, and multiplication. Doing LIFE together – Loving people (relationship factor), Involved in community (ministry factor), Focus on God’s Word (teaching factor), and Engaging the world with the gospel (evangelism factor).

Renew our commitment to the Deacon Family Flock Ministry. Additional deacons and yokefellows are installed to make the deacon family flocks smaller in size.

We must have healthy dialogue as a church family and answer the question: **What are we willing to do to create new Sunday school classes/small groups?**

C. Serving with Compassion and Purpose

Renew our commitment to accountability. Our goal is for all active members to be involved in at least one place of service in the church as long as they are physically able.

Renew our commitment to PLACE. Nominating committee strives to make sure every active member is engaged in at least one place of service and that every member has the opportunity to attend a Sunday school class/small group on a weekly basis. Active members are encouraged to make choices of what ministry to be involved in under the direction of the Holy Spirit.

Action Point Survey: “I can best serve as a volunteer in (multiple selections can be made) . . .”

Renew our commitment to equip. Next Generation leaders strive to provide training for all volunteers to ensure that all those serving the NG have everything that need to make disciples.

Renew our commitment to safety. Evaluate and revise policies and procedures if needed to make sure we are providing a safe and secure learning environment for the Next Generation.

Renew our commitment to biblical covenant membership. The Constitution and Bylaws Committee revises bylaws to ensure true, biblical membership.

D. Multiply by Making Disciples

Renew our commitment to make disciples who make disciples. Goal: Baptize 20 new converts a year. Retain new members by plugging them into small groups and places of service. Reach average small group attendance of 150 and average worship attendance of 200 by 2024.

II. RESTRUCTURE

Restructure the current weekly service opportunities to prevent burnout, improve morale, and change the focus to relational disciple-making. This provides multiple options for members to grow and serve, while minimizing the number of positions needed to carry out the mission of the church.

A. Sunday School Restructure

Current classes renew commitment to growing in a faith community and seeking to incorporate accountability, community, and multiplication (LIFE). Children are taught foundational truths that are absolutely essential for life. Children's Church reinforces the foundational truths. Students focus on living out foundational truths in everyday life.

Additional classes are added to the Next Generation Ministry. New adult classes move away from age based, same gender classes and continue to incorporate accountability, community, and multiplication principles (LIFE).

Goal: Merge Sunday school/small groups. Rename the small group ministry to fit our context.

B. Sunday Morning Worship

A permanent part-time worship leader joins the staff to provide leadership, vision, and passion to the music ministries of the church. The worship leader is to share the gospel of Jesus Christ in song, encourage believers in their walk with Christ, lead the congregation in a passionate, spirit-filled, and Christ centered worship experience, and provide an avenue for individuals to share their gifts and be an integral part of worship.

The Sunday morning worship experience continues with blended, Christ-exalting worship music and biblical preaching. Greater emphasis in incorporating missions, prayer, and testimonies.

C. Sunday Evening Activities

In our society today, most households have both parents working outside the home. This creates very little family time. Relational discipleship begins in the home. Therefore, Sunday afternoon and evenings are reserved for families to spend quality time together. Young families are given tools and resources for discipling children in the home. Sunday evenings may be reserved for occasional church activities/events. This simplifies the system and allows for more organic relational environments to develop outside the walls of the church.

Business meetings are moved from Wednesday evenings to Sunday afternoon or evenings on a bi-monthly basis (Feb., April, June, Aug., Oct., and Dec.) with financial reports distributed to members each month.

D. Wednesday Evening Activities

Weekly meals may be discontinued or the congregation may explore different options. Consider at least one Wednesday meal a month for fellowship and connecting new families to the midweek ministries. The Next Generation Ministry transitions into a new platform designed to connect all ages (Birth-Grade 12) to Christ and focus on discipleship. Doors open to the next generation ministry at 6 pm. Classes offered from 6:15-7:45 pm. Adult small groups are offered from 6:30-7:30 pm.

Move business sessions from Wednesdays to Sundays to alleviate interference with small groups. Goal: To expand all midweek ministries and make it a dynamic discipleship time.

III. RE-ALIGNMENT

Re-Aligning committees to function and serve the church body with intentionality and purpose so that TGBC may fulfill Focus 21 and ultimately fulfill the mission of the church.

Building and Grounds Committee is developing a 5 year plan of repairs and improvements to the current facilities. The committee submits the plans to the church for approval by August 2021.

Budget and Finance Committee implements online giving in 2020. They provide a financial plan to make sure building funds are ready and available for the 5 year improvements plan approved by the congregation. The goal is to remain debt free. The committee develops written policies and procedures.

Missions Committee continues to educate, equip, and engage the church in missions. The committee re-evaluates outreach ministries and seeks to provide ministry opportunities for the church to build relationships and connect others to Christ and His Church. The challenge remains for 35% of the church to be actively involved in a short term mission trip by 2022.

Nominating Committee follows Focus 21 guidelines to ensure that all active members are serving and that no one is overloaded in responsibilities so that the church members are healthy and the mission of the church is fulfilled.

Personnel Committee continues to seek a part-time worship leader that fits the needs of the 21st century music ministry. Personnel evaluates the need for additional staff in the Next Generation area.

Constitution and Bylaws Committee is appointed by the church to review and revise the bylaws to reflect Focus 21. The goal is to SIMPLIFY the system so that it does not dictate, interfere, or hinder the work of the ministry to make disciples, while still maintaining balance, order, and accountability. Revisions to the bylaws go before the church for approval.

Changes are implemented to align the church with the new constitution and bylaws.