

SUMMER 2012
**CHARTING
A COURSE**
UNIVERSITY BAPTIST CHURCH



University Baptist Church
Strategic Plan

As the Mississippi River has changed its course over the past 100 years, University Baptist Church has plotted new directions since its founding. The river is never static, and the church must also continue to change and adapt. Join us as we plan for the future.

STRATEGIC PLANNING TASK FORCE

University Baptist Church

Baton Rouge, Louisiana

Summer 2012

Where there is no vision, the people will perish...”

Proverbs 29:18

We have become so bound
by the restrictions of the choices made over the past centuries
that we cannot see it.
We are afraid of that which we cannot control;
so we continue to draw in boundaries around us
to limit ourselves to what we can know and understand. Thus
we lose our human calling because we don't dare to be creators,
co-creators with God.”

Madeleine L'Engle

“If you go to your grave without painting your masterpiece, it will not get
painted. No one else can paint it.

Only you.”

Gordon MacKenzie

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**The Strategic Plan
of
University Baptist Church
Baton Rouge, Louisiana
Summer 2012**

Preface

We believe that we have been called together to be the church of Jesus Christ, our Lord. We are here, not by chance, but affirm that Christ has called us together to be His church and through God's grace is making of us a fellowship that embodies and expresses the living, loving Spirit of Christ. As such we understand that God has called us to a unique ministry in the world. Just as the gifts of the Spirit are distributed among individuals in very specific and unique ways, so we believe that the gifts of the Spirit are distributed among congregations in equally specific and unique ways. No congregation is the church of Jesus Christ for the entire world, but rather for its called part of the church universal. Consequently, no congregation is required to implement all of the many ministries of the church, but rather to focus upon and do well those that grow out of its own sense of vision and its own particular giftedness.

There are some ministries that our congregation can fulfill that no other congregation can do in exactly these ways. There are other ministries that we can fulfill in cooperation with other congregations and thereby strengthen the witness of Christ in the world. And there are also ministries that we cannot do at all or as well as other congregations, and those we must entrust them to fulfill on behalf of the whole church of God.

Therefore, the following designs for ministry, as stated in our congregation's "strategic plan," reflect the visions that have come to us as well as the different kinds of callings that we have heard as we undertake to fulfill our mission in the future.

May it be said that we have served Christ well. May it be said that we have brought hope to the world in the midst of its despair, and joy to many people in the midst of their journeys through life. May it also be said that the Kingdom of God has been seen more clearly, and that the Gospel of Christ has been shared more effectively and compassionately because we have been faithful to our calling and stewards of what the Spirit has entrusted to us here at the University Baptist Church in Baton Rouge.

Forgetting what lies behind and straining forward to what lies ahead, I press on toward the goal for the prize of the upward call of God in Christ Jesus. (Philippians 3:13)

As we embark on the future, the following “Strategic Plan” has been put together as a tool to help us in our implementation of the ministries and programs of University Baptist Church. As we begin, it is crucial that the Church sets before itself a basic theological understanding and commitment that it can affirm as the foundation upon which its future is built. In that regard, it is important to remind ourselves of the “Church Covenant of University Baptist Church” which binds us together in Christ Jesus:

Church Covenant

Having been led, as we believe of the Spirit of God, to receive the Lord Jesus Christ as our Savior, and on the profession of our faith, having been baptized in the name of the Father, and of the Son, and of the Holy Spirit, we do now, in the presence of God, and this assembly, most solemnly and joyfully enter into covenant with one another as believers in Christ. We pledge ourselves therefore by the aid of the Holy Spirit to walk in Christian love; to be just in our dealings with one another; and to strive for the spiritual growth of this fellowship through worship, proclamation, education, and ministry. We further pledge to watch over one another; to remember one another in prayer; to help one another in sickness and distress; to cultivate Christian sympathy and courtesy in speech; to be slow to take offense; but always to be ready for reconciliation and mindful of the admonition and example of our Savior to secure it without delay.

Church Mission Statement

University Baptist Church is a caring and diverse family of Christians united in love, who acknowledge Christ as our Lord and the Bible as our authority. Empowered by the Holy Spirit, our mission is to:

1. Glorify God and share His love through worshiping with a spirit of openness.
2. Proclaim the message of God's salvation through Jesus Christ to our community and the world.
3. Teach, equip, and nurture people for Christian growth and service.
4. Minister to the needs, hurts, and joys of all people within and beyond our church fellowship.

Core Values

We are guided by these principles and values:

God Centered: We owe our existence to the grace of God. We owe our eternal salvation to Jesus Christ. We are led by the Holy Spirit.

Biblical Authority: All Scripture is valuable for Christian growth and discipleship. The ministry and teachings of Jesus Christ are our perfect example. Intellectual honesty enhances our Christian faith.

Equality: All people are of equal value and importance to God. Men and women have equal privileges and responsibilities in God's service. Clergy and laity differ in function and calling, not in status or purpose. Our church is autonomous and is governed solely by its members.

Discipleship: Our Christian fellowship seeks to develop and equip its members. We live out Christ's calling by growing in knowledge and a deeper relationship with him.

Loving Others: We promote God's kingdom through the loving testimony of life example, personal witness and mutual trust. We share our time, talents, and material resources with others.

Overview

University Baptist Church has been, from its beginning, home to sincere believers seeking to do God's will and God's work in their own lives and in the lives of others. In July of 2011, the congregation of UBC called Mike Massar and Griff Martin to be our shepherds and to lead us.

To that end, this planning process was begun by Mike and Griff and, with the encouragement of the Deacons and the Trustees, the Strategic Planning team was assembled. Our efforts were organized around our vision of and for UBC now, in three years, and in five years. The images that emerged defined our path.

Within one year, we see UBC stable, secure, and confident. We have healed our wounds and remembered our calling. Within three, we are healthy, vigorous, and strong. We are alive and energized, excited about new opportunities. After five years, the people of UBC are reaching out to others in new and exciting ways, making an impact in our community and the world for God's kingdom.

To accomplish these one-, three-, and five-year goals, our focus fell in five distinct areas: (1) Our sense of Calling, our efforts to intentionally and systematically nurture our faith; (2) Our sense of Worship, and the worship experience; (3) Our sense of Church Community, how we care for and support each other; (4) Our sense of Mission, how we reach out to those outside our church family; and (5) Our sense of Stewardship, how we care and plan for this church and our facilities.

Within each of these priorities, we considered numerous ideas for spiritual growth, ministry, fellowship, and creative activities. Some ideas are projects you have suggested; some are suggestions from the Strategic Planning team members; and, some from other UBC members. We have included, for example, a church-wide retreat, classes on our Baptist tradition, a Men's ministry, and organized efforts to feed the homeless. The plan also includes a Stephen and an Andrew ministry, a Free Trade Market, and a Stewardship Ministry Team. Some of these ideas are new and unfamiliar. Some seem extraordinarily ambitious. Members of the Strategic Planning Task Force are available to discuss any of the ideas contained in the plan, but no idea or activity included within this plan eliminates an existing ministry or activity and, we are convinced there are other ideas are out there, waiting to be

brought forward.

Do not let any single line-item that seems strange or novel eclipse the whole. The Strategic Plan is for University Baptist Church to be stable, healthy, and growing. This document expresses our vision for new ways to implement and realize these goals. If we strive for these objectives together, we can achieve much for God's Kingdom.

Intent of Process

The University Baptist Church has a marvelous history and has been through countless visioning processes. In recent years excellent work has been done in collecting information about church, community and ministry possibilities. These efforts include the Visioning Committee Status Report of May, 2011, the church congregation meeting in June 2010, the Center for Congregational Health Report of 2010, and the UBC Capital Improvements Subcommittee of May 2008. (These documents are available in the Church Office.) Rather than trying to "reinvent the wheel," the aim of this Strategic Planning Task Force is to work efficiently and effectively to bring a concise, prioritized plan to the congregation by September 1, 2012. This plan suggests steps we can realistically undertake within a relatively short period of time. Some are new. Others enhance existing ministries and activities.

In his book *You Only Have To Die: Leading Your Congregation to New Life*, James Harnish writes: "First, in defining the work of the mission and vision task force, we said that their task was not to come up with a mission for the church, but to lead the entire congregation in a process by which we would all listen for God's Spirit to speak to us. Their job was to facilitate the process. Second, we said that we intended to define a mission that would actually guide us in making decision about future. It would not be tucked away in a plastic folder; it would become the core of our life together." (pp 43-44)

To facilitate the implementation of this plan the Strategic Planning Task Force has assigned Implementation Coordinators for each of the "action plans." The Coordinator will then recruit members from the congregation to assist in implementing that particular action plan. They will report back to the Strategic Planning Task Force and a written report will be made to the entire congregation at each of the Church's regularly scheduled business

meetings.

Members of the Strategic Planning Task Force

Bubba Henry, Chair	Gay Courson	Missy Epperson
Lloyd Frye	Lynn Goodwin	Bob Hawthorne
Trippe Hawthorne	Bill Mathews	Nancy Murrill
Rebekah Odenwald	Lucy Priddy	Cindy Ramagos
Justin Robinson	A.D. Riley	Bruce Sides
Ken Tipton, Jr.	Gene Wager	Sheri Wischusen

Job Description for Strategic Planning Task Force

1. The Strategic Planning Task Force will be responsible for creating the strategic plan that is to be presented to the church.
2. The Strategic Planning Task Force will be responsible for communicating the various components of the plan with the Deacons, Trustees and congregation.
3. The Strategic Planning Task Force will be responsible for encouraging involvement and input from the congregation into the strategic plan.
4. The Strategic Planning Task Force will be responsible for the implementation of the plan through supervision of the Implementation Coordinators, and subject to the authority of the Deacons, Trustees, Ministers, and Ministry Teams, as provided in the Constitution and By-laws.
5. The Strategic Planning Task Force will be responsible for communicating the progress of the plan through monthly updates in “The Window,” and quarterly written reports for business meetings.

Job Description for Implementation Coordinators

1. The Implementation Coordinators will be responsible for developing their own work teams by selecting different members from the congregation as

well as specialists in the community.

2. The Implementation Coordinators will be responsible for communicating with coordinate and communicate with pertinent authorities (Deacons and Trustees), Ministers, and Ministry Teams about their particular project.

3. The Implementation Coordinators will be responsible for reporting back to the Strategic Planning Task Force as to their process and progress.

4. The Implementation Coordinators will be responsible for making sure that all proposals that need congregational approval will have been processed through the Deacons/Trustees.

STRATEGIC PLAN

I. A Sense of Calling . . . To nurture intentionally and systematically our individual pilgrimages in the Christian faith

Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age. Matthew 28:19-20

1) To nurture our faith through Christian education

Rationale: The Christian life is a pilgrimage, not completed with the initial faith commitment, but in need of continued growth and maturity. Christian education, therefore, cannot be a peripheral concern for either the corporate body or the individual disciple. This means that we must be intentional rather than haphazard about creating opportunities for such education in addition to offering challenging content that will enhance the spiritual and theological depth of every member.

Strategy: University will encourage and equip all congregants to practice the disciplines of the Christian life.

Action Plans:

*** In developing the Education Task Force we have assigned several items to them but the first priority is to overhaul our Sunday Morning Christian Education Program.**

- a. Christianity 101, a basic course on Christian doctrines will be developed and taught each year.

Implementation Coordinator: Rebekah Odenwald
Ministry Team: Spiritual Formation
Implementation Date: To be in place and active during
or before 2013

Assign to new Education Task Force; To be in place and active
during or before 2015 . . . This Task Force is in place.

- b. We will develop a Mother's Day Out ministry to young families.

Implementation Coordinator: Lisa Massar
Ministry Team: Preschool & Children
Implementation Date: To be completed during or
before 2013

Mother's Day Out is up and running. It is one of
our best ministries and continues to create positive
publicity for us. This program is one of our best.

- c. A Spiritual Gifts Assessment will be developed and instituted for the congregation, and then used as an ongoing component of the New Member's orientation.

Implementation Coordinator: Bob Hawthorne
Ministry Team: Spiritual Formation
Implementation Date: To be in place and
active during or before 2013

Assign to Diaconate to be in place and
active during or before 2015. Is in place and being
activated.

- d. Plans will be made so that every other year members of the junior and senior high school classes will travel to the Taize community in France for a pivotal spiritual formation experience.

Implementation Coordinator: Gay Courson
Ministry Team: Youth
Implementation Date: To be in place and active during or before 2013

Feasibility is currently being studied by Student Ministry Team . . . Feasibility study revealed this to not be possible for our congregation at the present time.

- e. A teacher enrichment seminar will be hosted by the church each year.

Implementation Coordinator:
Ministry Team: Spiritual Formation
Implementation Date: To be in place and active during or before 2013

Assign to new Education Task Force; To be in place and active before 2015 . . . In place.

- f. An Internet “Blog” for parent enrichment will be developed for parents of preschool, children and youth.

Implementation Coordinator:
Ministry Team: Preschool & Children
Implementation Date: To be in place and active during or before 2013

Our Minister to Students is working on this. Further designation will be to new Education Task Force; To be in place and active before 2014 . . . On hold.

- g. An ongoing course for engaging in the spiritual disciplines will be developed and instituted.

Implementation Coordinator: Justin Robinson
Ministry Team: Spiritual Formation

Implementation Date: To be in place and active during or before 2014

A Spiritual Formation Trip to Ghost Ranch and the Monastery of Christ in the Desert took place in the fall of 2013, with another one planned for 2014. A Class on Spiritual Formation will be taught in the Spring of 2014; Further development will be assigned to new Education Task Force . . . Plans are being explored for a spiritual retreat for the 2016-2017 church year.

- h. A creative arts camp will be developed for children.

Implementation Coordinator:

Ministry Team: Preschool & Children

Implementation Date: To be in place and active during or before 2014.

Currently being studied by Children's Ministry Team

- i. We will develop an ongoing program to teach spiritual formation for young parents and families.

Implementation Coordinator: Justin Robinson

Ministry Team: Spiritual Formation

Implementation Date: To be in place and active during or before 2015

A Parenting Class was taught in the Fall of 2013; Further Development for this will be assigned to the new Education Task Force . . . Plans for a Parenting Class, emphasizing the spiritual growth of the child, to be held in the Fall of 2016.

- j. An all-church retreat will be designed and executed on an annual basis.

Implementation Coordinator: Gay Courson

Ministry Team: Spiritual Formation

Implementation Date: To be in place and active during or before 2015

Assign to Governing Board

- k. Ministerial staff will be evaluated and updated

Implementation Coordinator: Personnel Committee Chair

Ministry Team: Personnel Committee

Implementation Date: To be in place and active during or before 2015

In Place

- 2) To teach the basic tenets of belief as understood in the Baptist tradition

Rationale: Our congregation was formed out of the Baptist tradition, one that stresses the importance of the priesthood of every believer and the autonomy of the local church. Many Baptist churches no longer adhere to foundational Baptist principles. We need to constantly define (through word and deed) what it means to be a “free and faithful Baptist.”

Strategy: University will invite and engage people of all ages and faith stages to learn the core beliefs of the Christian faith and historic Baptist tradition.

Action Plans:

- a. A course on Baptist history will be taught every other year.

Implementation Coordinator: Rebekah Odenwald

Ministry Team: Spiritual Formation

Implementation Date: To be in place and active during or before 2013

Taught Spring of 2013 and Spring 2016.

- b. A course on Christian Doctrine with basic Baptist principles will be taught every other year.

Implementation Coordinator: Rebekah Odenwald
Ministry Team: Spiritual Formation
Implementation Date: To be in place and active during or before 2013

Assign to new Education Task Force; to be in place and active during or before 2015. . . Has been reassigned to Deacons

II. A Sense of Worship Response . . . To create corporate worship experiences that encourage our responses to God

Make a joyful noise to the Lord, all the earth. Worship the Lord with gladness; come into his presence with singing. Know that the Lord is God. It is he that made us, and we are his; people, and the sheep of his pasture. Enter his gates with thanksgiving, and his courts with praise. Give thanks to him, bless his name. for the Lord is good; his steadfast love endures forever, and his faithfulness to all generations. Psalm 100

1) To strive for creative, dynamic worship

Rationale: Worship provides an environment in which we not only hear, but also encounter and participate in the ongoing story of faith. Believing that participation in such an encounter is the core of the life of the individual Christian and the corporate community, we seek to continue to strengthen that which is already a high priority in the life of our church.

Strategy: University will continue to explore and expand varieties of worship.

Action Plans:

- a. A Creative Arts Council will be created.

Implementation Coordinator: Rebekah Odenwald
Ministry Team: Music
Implementation Date: To be in place and active
during or before 2013

Assign to Governing Board . . . on hold until the
arrival of a new Minister of Music

b. A formalized altar guild will be organized to enhance
the space and place of worship.

Justin
Implementation Coordinator: Rebekah Odenwald &
Robinson
Ministry Team: Music
Implementation Date: To be in place and active
during or before 2013

Assign to new Creative Arts Council . . . on hold
until the arrival of a new Minister of Music

c. A drama ministry will be established.

Implementation Coordinator: Gay Courson
Ministry Team: Music
Implementation Date: To be in place and active
during or before 2013

Assign to new Creative Arts Council

d. A children's bell choir will be formed.

Implementation Coordinator:
Ministry Team: Music
Implementation Date: To be in place and active
during or before 2013

In Place and Active in 2014, dissolved in 2015.

III. A Sense of Community . . . To purposely allow ourselves to become
open, trusting, responsive and vulnerable in interdependent and spiritual

relationships

I give you a new commandment, that you love one another. Just as I have loved you, you also should love one another. By this everyone will know that you are my disciples, if you have love for one another. John 13:34-35

1) Caring for one another

Rationale: For the church to fulfill its mission, it must provide a meaningful experience of Christian community or “koinonia,” a Greek term that implies the sharing of life at a very deep and personal level. Ideally, everyone’s personhood should be enhanced with the experience of “koinonia.” Therefore, a variety of ministries of caring need to receive high priority by the leadership of the church. In addition, the church should be conscientious about responding to specialized needs for care.

Strategy: University will support and nurture individuals through life stages and challenges.

Action Plans:

- a. A New Member Class will be established to assist in assimilating new members into the life of the church.

Implementation Coordinator: Lynn Goodwin & Nancy Murrill

Ministry Team: Deacons

Implementation Date: To be in place and active during or before 2013

Format developed through Intergenerational Sunday School Class, Fall 2013; assign to Diaconate, to be in place and active during or before 2015.

- b. A pastoral care ministry such as “The Stephen Ministry” will be formed to assist in the needs of

the congregation and community.

Implementation Coordinator: Lynn Goodwin & Nancy Murrill

Ministry Team: Deacons

Implementation Date: To be in place and active during or before 2013

Assign to Diaconate; to be in place and active during or before 2015. . . Has been activated.

- c. “Supper Eight,” a program which quarterly invites eight different congregants to share a meal together, will be initiated.

Implementation Coordinator: Ken Tipton, Jr.

Ministry Team: Keeper

Implementation Date: To be in place and active during or before 2013

Attempted twice during the past 18 months with little or no interest.

- d. A “support group” ministry will be formed to coordinate existing groups and creating new ones as needed.

Implementation Coordinator: Lynn Goodwin

Ministry Team: Deacons

Implementation Date: To be in place and active during or before 2013

Assign to Diaconate; To be in place and active during or before 2015.

- e. A men’s ministry will be formed.

Implementation Coordinator: Mike Massar

Ministry Team: Deacons
Implementation Date: To be in place and active
during or before 2013

Assign to Education Task Force . . . Has been initiated

IV. A Sense of Mission . . . To reach out positively and creatively in the name of Christ to our local and world communities, to share our resources and strengths with those in need, and to be warmly invitational in welcoming the new person in our midst

But you will receive power when the Holy Spirit has come upon you; and you will be my witnesses in Jerusalem, in all Judea and Samaria, and to the ends of the earth. Acts 1:8

1) Being creatively and competently invitational

Rationale: As we reach out to minister to the community, we can expect growth from two sources. Some of those who experience our caring either directly or indirectly will want to become members of our congregation. Others will be attracted to us by the opportunity to minister as a part of a congregation committed to dynamic, meaningful ministry. We need to be aware and assertive as we grow in and through Christ's Spirit.

Strategy: University will develop an outreach program that is intentionally invitational in expressing the spirit of our congregation.

Action Plans:

- a. The Andrew Project will be developed with greeters, welcoming center and pew captains. Assistance for this project will be working through Peter Marty's book, The Hospitality Imperative.

Implementation Coordinator: Gay Courson
Ministry Team: Mission
Implementation Date: To be in place and active
during or before 2013

Our Minister of Missions and Minister of Students have been working on a plan for this; further study and implementation will be assigned to new Evangelism & Outreach Ministry Team

- b. New publicity pieces – general, missions, children’s – will and its ministries.

Implementation Coordinator: Rebekah Odenwald
Ministry Team: Communications
Implementation Date: To be in place and active during or before 2013

Completed in Fall, 2012 . . . new brand tag developed in 2015.

- c. The College Ministry Team will be expanded to invigorate studies and planning for our college community.

Implementation Coordinator: Sheri Wischusen
Ministry Team: College
Implementation Date: To be in place and active during or before 2013

Assign to College Ministry Team

- d. The Gift of Leadership, a monthly luncheon dealing with matters of leadership will be instituted with the hope of attracting leaders from various disciplines.

Implementation Coordinator:
Ministry Team: Trustees
Implementation Date: To be in place and active during or before 2013

Assign to new Evangelism & Outreach Ministry Team

2) To become better organized and equipped to minister to those in need in our community and our world

Rationale: Christ's calling for us is to be "on mission." That is, we are to be sensitive and assertive in recognizing the needs in our world, and then doing something about them. This requires good, internal communication about ministry needs and people's responses to needs, and an approach to ministry that orders and symbolizes our commitment while facilitating responsible completion of ministry tasks.

Strategy: University will better organize, educate and equip our congregation to be "on mission."

Action Plans:

- a. Our Mission Ministry Team will be enlarged and will conduct monthly meetings to explore and publicize mission opportunities.

Implementation Coordinator: Trippe Hawthorne
Ministry Team: Mission
Implementation Date: To be in place and active during or before 2013

Assign to Mission Ministry Team

- b. A Missions brochure will be designed and published to give more exposure to the ongoing mission ministries of our congregation.

Implementation Coordinator: Neil Odenwald
Ministry Team: Communication
Implementation Date: To be in place and active during or before 2013

Designed Fall 2012

- c. We will host annual "Free Trade Markets."

Implementation Coordinator:

Ministry Team: Mission

Implementation Date: To be in place and active during or before 2013

Assign to Mission Ministry Team; Free Trade Market used by CLC in Texas has been abandoned, thus new possibilities need to be explored.

- d. We will become an active member of "Together Baton Rouge."

Implementation Coordinator: Bubba Henry & Ken Tipton, Jr.

Ministry Team: Mission

Implementation Date: To be in place and active during or before 2013

Assign to Governing Board (Co-Pastors have been meeting with representatives of "Together Baton Rouge" for the past year or so.) . . . Executive Committee of Governing Board has met with Edgar Cage of Together Baton Rouge and is moving toward membership.

- e. We will conduct an annual blood drive.

Implementation Coordinator:

Ministry Team: Mission

Implementation Date: To be in place and active during or before 2013

In Place, 2013 Blood Drive Scheduled 11/17/13

- f. We will formalize our ministry with St. Vincent de Paul to assist in feeding the homeless every other month.

Implementation Coordinator:
Ministry Team: Mission
Implementation Date: To be in place and active
during or before 2013

Assign to Mission Ministry Team

- g. A mission partnership will be formed with a church/institution in a third world country.

Implementation Coordinator: Trippe Hawthorne
Ministry Team: Mission
Implementation Date: To be in place and active
during or before 2015

**Assign to Mission, College & Student Ministry
Teams (Plans have been made for a college trip to
Nicaragua in the spring of 2014.)**

3) To invite people to faith in Christ and fellowship with our church

Rationale: Christ's last words to us enunciated what He expects of His disciples, and that is to share the Good News of God's grace with the world. We want to emphasize this calling and become better equipped to share God's story through our own stories.

Strategy: University will train and mentor our members in ways to share their faith.

Action Plans:

- a. An Evangelism Ministry Team will be developed.

Implementation Coordinator:
Ministry Team: Deacons
Implementation Date: To be in place and active
during or before 2013

Assign to Governing Board . . . An Outreach Committee was developed in 2015

- b. The congregation will study the spiritual discipline of evangelism through Sunday School, seminars and retreats.

Implementation Coordinator:

Ministry Team: Evangelism

Implementation Date: To be in place and active during or before 2014

Our Minister of Missions and Minister of Students have been working on a plan for this; further study and implementation will be assigned to new Evangelism & Outreach Ministry Team

- c. An evangelism seminar and emphasis will be held on an annual basis.

Implementation Coordinator:

Ministry Team: Evangelism

Implementation Date: To be in place and active during or before 2015

Our Minister of Missions and Minister of Students have been working on a plan for this; further study and implementation will be assigned to new Evangelism & Outreach Ministry Team

V. A Sense of Stewardship . . . To mature in our individual and corporate giving; to develop and maintain our physical facilities in a consistent and disciplined manner; and to increase the efficiency and effectiveness of our communication, decision-making and implementation

From everyone to whom much has been given, much will be required; and from the one to whom much has been entrusted, even more will be demanded. Luke 12:48

1) Maturing in giving

Rationale: We give to the church for at least two reasons: (1) The Bible teaches giving, and (2) the church needs our gifts for its ministries. Planned, proportional giving (tithing) provides discipline and a sense of accomplishment for the individual while allowing the church to plan creatively and responsibly.

Strategy: University will become much more disciplined in the stewardship of our resources.

Action Plans:

- a. An Endowment Fund will be established.

Implementation Coordinator: Missy Epperson

Ministry Team: Finance Committee

Implementation Date: To be in place and active during or before 2013

Assign to Finance Committee

- b. A Stewardship Ministry Team will be created. (Our Finance Committee does a great job in monitoring the budget and spending, but we need a group who deals specifically with teaching stewardship.)

Implementation Coordinator: Missy Epperson

Ministry Team: Finance Committee

Implementation Date: To be in place and active during or before 2013

Assign to Finance Committee

2) Improving communication, decision-making and implementation

Rationale: Creativity and individualism are a vital part of our resources as a congregation. We are never at a loss for good ideas. Deciding among the

many, and shepherding them to completion is often a problem for churches that have congregational polity. Consequently, many good ideas get lost in administrative confusion. Therefore, churches need an administrative design that affirms the congregation's historical right to make policy decisions while increasing the efficiency, effectiveness, and personal accountability for implementation.

Strategy: University will become a better informed and informing congregation.

Action Plans:

- a. Our Communications Ministry Team will be activated and enlarged to study the status of our communications within and without the church.

Implementation Coordinator: Lucy Priddy
Ministry Team: Communications
Implementation Date: To be in place and active during or before 2013

Met in Fall/2012 – Spring 2013 . . . Need to Reconvene

- b. A Task Force will re-visit our Church Governance documents and amend them with congregational approval to create better communication and participation.

Implementation Coordinator: Trippe Hawthorne
Ministry Team: Trustees
Implementation Date: To be in place and active during or before 2013

Completed

- c. A Ministry Team Orientation will be conducted annually.

Implementation Coordinator: Nancy Murrill

Ministry Team: Deacons
Implementation Date: To be in place and active
during or before 2013

Assign to Governance Board

3) Maintaining and Developing Physical Facilities

Rationale: The building is not the church, but it does reflect the people. It can be a supportive resource for outreach and worship, or it can be a hindrance. Responsible stewardship of our resources requires that we maintain and creatively develop physical resources that speak to who we are as a people, call us to worship and fellowship, and support our programs and ministries.

Strategy: University will become better stewards of the physical resources God has entrusted with us.

Action Plans:

- a. We will develop a Master Plan for the Church *

Implementation Coordinator: Lloyd Frye & Bob Hawthorne

Ministry Team: Properties

Implementation Date: To be in place and active
during or before 2013

Completed Spring 2013

- b. We will conduct a capital campaign to address current capital needs and build a new All-Purpose building.

Implementation Coordinator: Missy Epperson

Ministry Team: Finance Committee

Implementation Date: To be in place and active
during or before 2013

Completed Spring 2013

- c. Phase One of the plan which will include capital projects as well as the construction of an All-Purpose building will commence.

Implementation Coordinator: Lloyd Frye &
Rebekah Odenwald
Ministry Team: Properties
Implementation Date: To be in place and active
during or before 2013

In Process . . . Developed in 2015

- d. Suggest and prioritize the various options of becoming a “Green” Church Campus.

Implementation Coordinator: Sheri Wischusen
Ministry Team: Properties
Implementation Date: To be in place and active
during or before 2014

Assign to Properties Committee

- e. Build a new All-Purpose building.

Implementation Coordinator:
Ministry Team: Properties
Implementation Date: To be in place and active
during or before 2014

Delayed for Lack of Funding

Current Ministry Teams/Small Group Structure

Adult Spiritual Formation

Keepers Council
Sunday School

Church of the Nations

CoN Ministry Team

College

College Ministry Team

Community Service

Benevolence Ministry Team
Highland School Ministry Team

Missions

Apartment Ministry Team
Kairos Prison Ministry Team
Missions Ministry Team
Open-air Ministry Team

WMU

WMU (Jackie Lord Kirkpatrick)
WMU (Kittie Trail)
WMU (Round Table)

Preschool/Children

Children's Ministry Team
Pre-school Ministry Team

Support

Bereavement Ministry Team
Communications Team
Fellowship Ministry Team
Homebound Ministry Team
Library Team
Prayer Ministry Team
Transportation Team
Website Development Team

Additional Ministry Activities

Worship

Music
Ordinance
Ushers and Greeters
Flowers
Sound Equipment & Lighting

Preschool & Children

MOPS
Kids' Camp
Vacation Bible School
Family Fun Day
Fall Festival
Parents' Night Out

Youth

Kairos
Discipleship Training
Missionfuge
Youth Camp
Disciple Now Weekend
Fall Retreat
Fundraising

College

Logos Café
Consume
Mission Projects
Special Events
Glorieta

Adult Spiritual Formation
Tuesday Night Bible Study
Women's Bible Study

Missions
Kairos Prison
Sharlo Apartment
Together for Hope

Community Service Team
Interfaith Federation of Greater Baton Rouge

Support
Blood Drive

Current Capital Maintenance Projects

Tier One

1. Chapel Roof replacement
2. Sanctuary Roof repairs
 - a. Vinyl/flashing
3. Carpet in Education building
4. Storage Building
5. Rehab Children's play area
6. Signage
7. Courtyard Drainage
 - a. Includes storm drainage in FH ladies room

Tier Two

1. Match glass windows on south side of FH . . . [FH remodeled](#)
2. Update fixtures in kitchen and bathrooms. . . [FH remodeled](#)
3. Painting and drywall repair of several class rooms and stairwells
4. Water Cooler replacement
5. Re-stripe handicap parking areas . . . [completed](#)
6. Replace/repair entry door from courtyard to office
7. Replace mechanical door southwest corner of chapel
8. Replace double entry doors to Chapel
9. Enhance south side of FH with plantings or structures
10. Clean duct work in Chapel and FH
11. Phone system upgrade . . . [completed](#)