History

- Calvary Baptist Church in Republic, Missouri has provided a gospel witness in the Ozarks of Southwest Missouri for over 50 years.

- Beginning in the Fall of 2017, Calvary Baptist will prepare and posture itself for vitality in its next 50 years of ministry.
OUR MISSION
IS TO BE A MULTI-GENERATIONAL CHURCH PERMEATED BY INTIMACY AND EXCELLENCE, DEDICATED TO WORSHIPING GOD AND BUILDING COMMUNITY.
Intent

- We are presented with a unique opportunity to reinvigorate our witness for Christ in the ever-growing city of Republic and its surrounding areas. This process of posturing ourselves for the movement of the Lord includes the assessment and modification of existing methods, staffing, and models of ministry with a view to reaching the emerging generation. Through the guidance of the Holy Spirit, Calvary Baptist will endeavor to progressively reach our community’s young adults and families with the gospel of Jesus Christ through a bold witness and relevant ministries, while remaining committed to the authority of the scriptures, authentic worship, and the gospel witness portrayed in a multi-generational New Testament church.
In the End

- The end state is a church that functions as a gospel lighthouse, known for its bold witness and characterized by its physical and spiritual health. Our physical health will be reflected in a budget that reflects giving, appropriates at least ten percent to missions, and no longer services debt. Our physical health should be reflected in excellent staff and facilities, having completed all staff restructuring and physical renovations to create a modern and inviting campus positioned for future growth. Our spiritual health should be reflected in our fervor in disciple-making, vibrancy in community, and unity in worship.
EXECUTION
Execution Phases

- Phase I is planning and preparation, 1 May – 31 July 2017.
- Phase II is Worship Alignment, 1 August – 17 September 2017
- Phase III is Capital Campaign Engagement, 18 September to 31 December 2017
- Phase IV is Construction, 1 January – 31 July 2018
- Phase V is Celebration, 1-30 August 2018
- Phase VI is Life Group Realignment, 1 September 2018
- Phase VII is Expansion, To Be Determined
- Phase VIII is Service Addition, To Be Determined
Phase I

- Phase I is planning and preparation, 1 May – 31 July 2017.

- This phase includes an informal SWOT (Strengths, Weaknesses, Opportunities, Threats) analysis, key leader recommendations, and the formation of a phased plan of implementation.
Phase II

- Phase II is Worship Alignment, 1 August – 17 September 2017.

- This phase will feature the blending of the current worship services into two identical worship services. Included in this phase is the alignment of song selection, the refreshing of the worship bulletin, the incorporation of video announcements, the movement to livestreaming of the services, and the beginning of a preaching series thru Ephesians. Sunday, 17 September will be known as “Vision Sunday”, where the Senior Pastor will preach and articulate the vision in this plan to the church body.
Phase III

- Phase III is Capital Campaign Engagement, 18 September to 31 December 2017.
- This phase includes the unveiling of the long-term plan to the church and the corporate invitation for church-wide pledges to be made. This phase will also include secular development efforts aimed at securing donations from private individuals or entities that support the values and vision of a student and community center.
- The transition to Phase IV is dependent upon receiving pledges totaling at least 90% of the campaign amount, including 5% in up-front cash holdings.
Phase IV

- Phase IV is Construction, 1 January – 31 July 2018.

- This phase includes the concurrent ground up construction of the Student & Community Center, the remodeling of the existing children’s facilities, and the updating of current worship facilities and vehicles.

- This phase will conclude with the completion of the construction.
Phase V

- Phase V is Celebration, 1-30 August 2018.

- This phase includes a month-long celebration of the faithfulness of the Lord, giving testimony to the provision of the Lord in the previous year. This will be a time to host key leaders and partners on campus, culminating with a weekend of revival and worship including the hosting of prominent preachers, evangelical leaders, and Christian music artists.
Phase VI

- Phase VI is Life Group Realignment, 1 September 2018.
- This phase commences the emphasis on sermon-based life groups that predominantly meet off campus. The transition to this model will occur subtly through a “soft launch” of various off campus small groups and leader development in the upcoming 2017-18 school year.
- Upon commencement of this phase, existing life groups may continue to meet on campus. However, new life groups formed will be fashioned primarily in the off-campus model with sermon-based curriculum as the predominant method.
Phase VII

- Phase VII is Expansion.

- The timing for this phase is to be determined. The trigger for necessity of this phase will be weekly worship attendance averaging 700. This phase includes the expansion of the existing worship center to its maximum capacity of 1000. This expansion will be principally accomplished through the demolition of existing classroom spaces located at the rear of the existing worship center and the adjustment/gradation of the member seating configuration.
Phase VIII

- Phase VIII is Service Addition.
- This phase includes the addition of a third corporate worship service. The timing for this phase is to be determined, and triggered by a weekly worship attendance averaging 1400. Possible times include 8:45am, 10:00am, and 11:15am.
ADDITIONAL INFORMATION
Blended Worship

Worship: Although the movement to identical services is an ideal, the advanced nature of the transition and its timing are a function of the vacancy in the Worship Arts Pastor position.
Weekly Meetings

- This vision assumes Sunday mornings are principally dedicated to Corporate Worship, Sunday evenings are principally reserved for Life Group meetings, and Wednesday nights are reserved for Discipleship. Under the direction of the Discipleship Pastor, individual bible studies will continue to meet as desired/normal. Church wide prayer, evangelism, and service opportunities will be scheduled on a monthly basis. Church wide men’s and women’s ministry events will be conducted on a quarterly basis. Church Wide Revivals will be scheduled on an annual basis.
Philosophy of Programming

This vision assumes a decentralized and relational approach to community, focusing on the empowerment of Life Groups to be foundational in the conduct of evangelism, mentoring, spiritual development, prayer, and accountability. As such, institutional church-wide events will be strategically chosen with a view towards enabling, rather than stifling, small group initiative. In short, busyness is the enemy of relationships.
Beyond Brick & Mortar

- The existing physical plant, with the articulated renovations, provides all the needed space for the foreseeable future. Upon completion of Phases VII and VIII, the church will have a seating capacity of 3000 over three services each Sunday. Should the church exhibit the capacity to grow beyond this threshold, it will dedicate itself to an intentional church planting program.
Communications

- Bulletin: Office Manager will publish a revised worship bulletin beginning in Phase II.
- Newsletters: Weekly newsletters will continue to be published with event information as a focus. Monthly newsletters will transition to quarterly newsletters, with specific ministries as the focus.
- Branding: Logo, stationary, and signage will be updated with a new logo.
- Website: The ultimate goal for the website is as a forward-facing “billboard” for the church.
- Social Media: Facebook represents our biggest opportunity for engagement with our current membership. The ability to advertise, add events, post videos, create closed groups, and interact with members on a platform where they already participate in, make this a multi-faceted tool. All Social Media, including the platforms listed above, is at its best primarily social and secondarily media. The key to a dynamic social media program is contingent upon key leaders being socially active and engaged in each of these mediums. Staff interaction alone will not accomplish our aims.
- Live Stream: In tandem with the website, the use of LiveStreaming messages is vital in providing the prospective attender with insight into the services.
- Podcast: Video Podcasting will be utilized on a regular basis by the pastor and staff to provide pastoral leadership and teaching opportunities.
DISCIPLESHIP
Goal of Discipleship

The goal of Christian education is to produce a follower of Jesus Christ.

That statement runs counter to a culture that would argue that a good life is the byproduct of knowledge, and that the goal of education is to pursue employability as opposed to godliness. The educational process is best referred to as a function of an overall mandate from Christ to the church to make disciples. Making disciples is inclusive of the evangelistic efforts to see men saved, and continues throughout their lives as a believer through continued sanctification and being made into the image of Christ. While the ownership of this task of making disciples resides with the corporate church, it is clear that the family as a subgroup of the church is critical to accomplishing this task.
Elements of Discipleship

- Evangelism
- Teaching
- Obedience
Evangelism

- In reference to the Great Commission (Matthew 28:19-20), this is the process by which we make disciples. It represents the front door to the church, and the means by which unbelievers are introduced to an opportunity to hear and respond to the gospel.

- For Calvary, this tenet will be achieved through weekly small group meetings and monthly church-wide evangelism opportunities.
Teaching

- In reference to the Great Commission, this is the process by which we “teach them” all that Christ Commanded. This process is codified below in two principal tasks and over the respective educational ministries in the church.
  
  - Be familiar with the entire Bible. “I have stored up your word in my heart, that I might not sin against you.” - Psalm 119:11
  
  - Possess a theological framework by which God and the world around can be better understood. “My son, if you receive my words and treasure up my commandments with you…then you will understand the fear of the Lord and find the knowledge of God.” – Proverbs 2:1
Obedience

- With respect to the Great Commission, this includes “obeying” all that Christ has commanded. This will be accomplished through a culture of accountability instilled by small groups and mentoring relationships. Understanding what is to be obeyed is foundational to discipleship, but is best fulfilled when tethered to an intimate relationship with fellow believers.

- Small groups represent the best forum to promote both evangelism, prayer, attendance, giving, and accountability.
Continued Discipleship

- Calvary Women
- Calvary Missions
Calvary Women

- Calvary Women is dedicated to meeting the needs of women in the church as in an extension of our discipleship efforts. This ministry revolves around four pillars including Women Teaching Women, Service, Hospitality, and Community.

  - Women-teaching-Women: This ministry is designed to fulfill the scriptural mandate of Titus 2:3 and to leverage the many gifted female teachers within the church.

  - Service & Hospitality: These are really two sides of the same coin. 1 Timothy 5:10, Romans 12:13, Hebrews 13:2, Titus 1:8, Luke 12:35, Revelation 2:19, and Philippians 2:17 are the verses of reference. Service is outward focused, done with a view towards meeting physical needs outside of the church. Hospitality is inward focused, done with a view towards meeting the needs of the body.

  - Community: Community is primarily relational, simply representing an opportunity to grow closer with both old and new friends. There are two main parts to this community, namely physical community and spiritual community. The spiritual community is characterized by prayer. Praying privately on behalf of each other, praying in small groups, and praying corporately. The physical act of community is characterized by events. Hebrews 10:24-25, 1 Peter 1:22, and James 5:16 are verses for reference.
Calvary Missions

- Calvary Missions is dedicated to reaching the world for Jesus Christ, in Jerusalem, Judea, and the ends of the earth. Though there are many wonderful missions opportunities to be supported, the predominant thrust will be dedicated to the two pillars of being primarily Southern Baptist in nature and primarily evangelistic in nature.

- As Southern Baptists we enjoy a rich heritage of local, national, and international missions. Our support to the Cooperative Program is the chief vehicle for this. As Calvary embarks on our missions efforts, we should continue to augment this financial support through the practical support of local, regional, and international missions trips. This is not to say that non-Southern Baptist missions can’t be supported. However, there is a need to say in good-faith that our overall focus and participation is primarily Southern Baptist.

- Calvary must also remain committed to missions efforts that are primarily evangelistic. Every act of benevolence, love offering, food pantry gift, and mission trip should be permeated with opportunities to share the good news of Jesus Christ. The difference between missions and mere charity is the gospel of Jesus Christ. It is this good news that drives us to meet physical needs.
FINANCIALS
Debt Retirement

- Calvary’s Existing Debt = $1.57M
  - Includes a ~$300K early payoff penalty
- Calvary’s Vision 2023 Debt = $1.86M
  - Requires minimum of 90% Committed before Construction, including 5% cash holdings
Vision 2023 Debt

- Student/Community Center: $900,000.00
- Immediate (Vehicles, Signage, Roof): $75,000.00
- Worship Center Now (Foyer, A/V, Lighting): $100,000.00
- Calvary Kids Update: $450,000.00
- Worship Future (Expansion to 1000 Seats): $250,000.00
- Capital Campaign: $25,000.00
- Repair Sinking funds: $60,000.00

Total Vision 2023 Debt: $1,860,000.00
Debt Retirement

- Total Debt (12/31/2017) = $3.43M
- Total Debt (12/31/2018) = $2.91M
- Total Debt (12/31/2019) = $2.37M
- Total Debt (12/31/2020) = $1.81M
- Total Debt (12/31/2021) = $1.23M
- Total Debt (12/31/2022) = $626K
- Total Debt (12/31/2023) = $0

Assumes an interest rate of 3.75% & monthly payments of $53.3K
BUILDING & GROUNDS
Immediate Fixes (Fall 2017)

- The following are presented in priority order.
  1. Cleaning and resealing the front of the building
  2. New Logo Signage
  3. Office Renovations
  4. Van Shuttles
  5. Floor Machine/Scrubber
  6. LED lights (for utility savings)
Intermediate Renovations (2018)

- 3 Principal Projects:
  - Student & Community Center Construction
  - Worship Center Renovations
  - Calvary Kids Renovations
Student & Community Center

- This facility will provide a multi-purpose facility for hosting the Calvary Student ministry with staff office spaces, a plenary chapel venue for hosting smaller church events such as concerts and weddings, and classroom space for small group meetings or conference breakout sessions. The venue would serve the community by allowing for local community engagements such as conferences and meetings for clubs and non-profit groups such as the Gideons or Chamber of Commerce. Additionally, the presence of a gymnasium will allow the church to potentially host sporting leagues or expand its fitness programming.

- The presence of an active coffee/beverage station would allow for daily fellowship opportunities. Construction would commence per the existing artist renderings. Costs are estimated at $900,000 and 4-5 months labor.
Worship Center Renovations

- Although there are long-term renovations required for expansion of the worship center, there are short-term needs required to maintain and refresh the existing spaces. The below represent a list of projected expenditures in updating this welcome and worship spaces:

  - Flooring: Carpet & Tile
  - Worship Center: Lighting and A/V Upgrades
  - Exterior:
    - Repave the parking lot
    - Repaint/Refresh the rear loading dock portion of the building
    - Blend front fascia of the building with Student & Community Center

- These renovations will take place over a six-month period and can be executed concurrently with the renovations of the Student & Community Center beginning in January 2018).
Calvary Kids Renovations

- The Calvary Kids footprint would be expanded into those areas currently occupied by the gymnasium and the Calvary Student areas. A part of this renovation would include the addition of office spaces for the Children’s Pastor and Children’s Ministry Assistant, an indoor playground, improvements to the existing children’s welcome desk, and a change to the floor plan to limit access to one central location. These changes would improve the security, curb appeal, and functionality of our children’s ministry.

- This is projected to be a 3 month renovation and would commence immediately upon relocation of Calvary Students, but no later than 1 May.
Long Term Expansion

- Phase VII of Vision 2023 is dedicated to the expansion of the Worship Center to its maximum capacity. This expansion would involve the demolition of the four classrooms located at the rear of the existing worship area. This expansion would include the implementation of a sloped floor, relocation of the sound booth and platform, and adjustment of the existing lighting. This expansion would move the worship center from its current capacity of 600 seated occupants to a maximum capacity of 1000.

- In addition to this expansion, the probable replacement of our Air Conditioning units will need to be addressed as they begin to rotate out of service. These can be done individually and on an as-needed basis.
STAFFING
Full Time

- **SENIOR PASTOR**
  - Principal Functions: The pastor is responsible for proclaiming the Gospel of Christ and encouraging the local church body to do so, for guiding the spiritual development of the congregation, for providing pastoral care in meeting the needs of persons in the church and community and for providing administrative leadership for the church.

- **DISCIPLESHIP PASTOR**
  - Principal Functions: The Discipleship Pastor is responsible for planning and executing a comprehensive disciple making program for the church, providing leadership to growing adult disciples, while interfacing with adjacent children’s, students, and senior adult ministry leaders to support a continuum of spiritual development.
Full Time

- **WORSHIP ARTS PASTOR**
  - Principal Functions: The Worship Arts Pastor is responsible for planning and executing a comprehensive worship arts program for the church, assisting the Senior Pastor in the conduct of corporate worship, and leading in the areas of music, video, audio, staging, lighting, and other arts presentations.

- **SENIOR ADULT & PASTORAL CARE PASTOR**
  - Principal Functions: The Senior Adult and Pastoral Care Pastor is responsible for planning and executing a comprehensive disciple making program for senior adults—principally aged sixty and older—while actively responding to the pastoral care needs of the church in the areas requiring intentional prayer, visitation, and counseling.
Full Time

- STUDENT PASTOR
  - Principal Functions: The Student Pastor is responsible for planning and executing a comprehensive disciple making program for students, providing leadership to growing young disciples—grades six through undergraduate studies—while interfacing with adjacent children’s, adult, and senior adult ministry leaders to support a continuum of spiritual development.

- CHILDREN’S PASTOR
  - Principal Functions: The Children's Pastor is responsible for planning and executing a comprehensive disciple making program for children, providing leadership to making young disciples—ages birth thru beginning of the sixth grade—while interfacing with adjacent student, adult, and senior adult ministry leaders to support a continuum of spiritual development.
Full Time

- **OFFICE MANAGER & SPECIAL ASSISTANT TO THE SENIOR PASTOR**
  
  Principal Functions: To create and maintain an organized environment with good communication and management that enables pastors, staff, and lay members to minister effectively. Manager must have the ability to see the Pastor’s vision for Calvary Baptist Church while administrating the detail and providing the structure that supports the vision.

- **HEAD OF MAINTENANCE & CUSTODIAN**
  
  Principal Functions: Performs a full range of custodial & maintenance work in order to maintain all church facilities in a clean and presentable condition for church and community functions. This includes cleaning and sanitizing, minor maintenance, and room setup for various events, meetings, and services.
Part-Time

- Audio-Visual Technician
- Children’s Ministry Assistant
- Office Ministry Assistant
- Custodian
Future Staffing Anticipated

- Custodian - When the Student & Community Center comes online

- Next-Gen Pastor: Supervising Children’s & Student Ministries when each grows in need and the church exceeds 700 in regular attendance

- Executive Pastor: Supervising Staff, Conducting Development, & Administrative Oversight when the church exceeds 900 in regular attendance
OUR COMMAND:
WORSHIP & COMMUNITY
OUR COMMITMENT: TO BE A SPIRITUALLY & PHYSICALLY HEALTHY CHURCH.
OUR MISSION
IS TO BE A MULTI-GENERATIONAL CHURCH
PERMEATED BY INTIMACY AND EXCELLENCE,
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