

## 2024 New Highland Baptist Church Strategic Plan

Timeless words were spoken to a young woman led by the providence of God to fulfill sovereign purposes, "...And who knows whether you have not come to the kingdom for such a time as this?" (Esther 4:14). It is with this prayerful focus in mind that we assess the state of our church and craft a strategy to work out the mission and vision of New Highland Baptist Church. We believe God has led our Future Church Team, New Highland Baptist Church, and this strategic plan for such a time as this.

A strategic plan gives us a forward direction, marching orders for every staff member, church member, team, and committee member. This plan does not include all that we do, nor does it state all that we will do. Rather, it reflects unique areas of focus to move in the direction of acting upon and attempting to accomplish the will of God for our church.

In the fall of 2023, a Future Church Team was created with the purpose of dreaming, envisioning, crafting, drafting, and presenting a strategic plan to the church body. By the fall of 2024, this goal was accomplished. Our first strategic plan encompasses the next 3 years of forward progress. This plan has 3 main areas. These are our Vision Focuses. Beneath each Vision Focus, several key strategies exist to accomplish our dream focus.

The Future Church Team is tasked with determining these Vision Focuses and subsequent strategies with input from the staff and Senior Pastor. Once a plan is approved, the Future Church team works with the staff, teams, and committees to create annual objectives for accomplishing the strategies for each Vision Focus.

The goal of this plan is twofold and can be answered with two words. A church with a strategic plan maintains a state of *dreaming* and *doing*. We continue to *dream* about the future God is leading our church into. We also continue to *do what we can do*, with God helping us, to enable that realized dream. Remember, we are called to be doers of God's Word. We are called to be difference makers. New Highland, you are loved, now go and make a difference. This is our plan to make a difference in the next 3 years. We look forward to making a difference together for the next 30 years and beyond. Will you join us?

### The Future Church Team

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Hannah Nicksich

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Derek Nicksich, Senior Pastor

## **VISION FOCUS 1**

**NHBC aspires to be a church where everyone decides to GROW in their faith. To be a church where everyone will GO and make a difference.**

### **WHY THIS FOCUS?**

We believe that in an age of biblical illiteracy, high quality programs must foster learning environments to enable people to grow in their faith. We want to commit to training our church to both study the Scripture and then teach others to do the same. We want to invite people into discipleship relationships where the end goal is for them to then go and disciple others. In order to do so, we must engage in a variety of spiritual formation practices, including teaching, serving, worship, and fellowship opportunities.

### **STRATEGIES**

1.1 Strengthen and enhance NHBC's learning opportunities for children, youth and adults with high quality programs and increased staff and volunteer support.

1.2 Pursue ways to share the gospel with our community, region, and world with a range of missions activities that are accessible to the entire NHBC family.

1.3 Worship God together in ways that honor our congregation's varied ages and experiences; adding special worship opportunities outside of our regular Sunday service.

1.4 Knit the NHBC family closer together with times of fellowship that deepen our relationships with one another.

## **VISION FOCUS 2**

**NHBC seeks to build up its capacity to meet the ministry needs of its church family and members of the community.**

**WHY THIS FOCUS?** We believe God has called us to go and make a difference. In order to do so, we must first prayerfully ask for God's direction and wisdom. As we seek the Lord in prayer, we then begin to reach out to our neighbors. We believe God has called us to love our neighbors as ourselves. This includes communicating with our neighbors in culturally appropriate and relevant ways. As we welcome guests to our worship services, children to VBS, or visitors into our Grow Groups, we must communicate with them in a hospitable and healthy manner. Christian love promotes honesty, transparency, family safety, and awareness of being responsible for both the people and property God has entrusted to us. We seek to be good stewards of our resources as we seek to meet the needs of both our church family and our community.

## **STRATEGIES**

- 2.1 Define, develop, and implement a culture of prayer unique to NHBC.
- 2.2 Define, develop, and implement an outreach plan to reach members of our community.
- 2.3 Strengthen the church's online communications using updated approaches with increased technological support.
- 2.4 Develop and implement an assimilation plan to integrate people into the church family from first visit to full participation in church life.
- 2.5 Create and implement an effective volunteer recruitment plan that grows and diversifies volunteer engagement.
- 2.6 Develop and implement a safety plan for the church.

## **VISION FOCUS 3**

### **NHBC will support its ministries and programs with compassionate and responsible church governance and stewardship.**

WHY THIS FOCUS? Structure is vital for human growth. The body functions and facilitates its normal operations due to a profound structure of support from various systems. The church is often compared to a body in Scripture. It is the same need of the body of Christ to have a compassionate and responsible church governance model. In addition, a strong stewardship philosophy must undergird the various ministries and initiatives of the church. We believe a church is only as strong as its leadership. We believe the leadership of New Highland must involve both men and women serving in accordance with their gifts and embodying servant models. Finally, we believe that it is essential to monitor our growth by assessing the need for capital improvements to the campus annually, in accordance with the strategic planning process.

## **STRATEGIES**

- 3.1 Strengthen the church's governance structure by increasing participation in church council and business meetings; identifying and recruiting new leaders; and enhancing record keeping, encouraging smooth transitions as leaders change.
- 3.2 Frame generosity and giving as core elements of Christian discipleship by developing new practices and programs.
- 3.3 Develop and maintain a prioritized plan of church maintenance and improvements to meet church needs and prioritize growth.
- 3.4 Assess the staffing needs of the church on a regular basis and develop recommendations about additional positions and budget impacts.