

## *Acts 2:17 Initiative*

### **Complete Report of Steering Team and Workgroups**

*This document contains the work product of the ten workgroups that were tasked with the assignment to dream and brainstorm about how Tennessee Baptists could address the assigned priority. They were instructed to dream big and to not be concerned about current practices or the limitation of resources. Many of the workgroups identified processes and goals that could require significant funding. Even though these dreams are included in this report and the total anticipated dollars are listed, adoption of this report does not signify approval of the funding to complete all of these activities. That decision will be made on an annual basis as the Convention considers the Cooperative Program Allocation to the TBC entities.*

The Acts 2:17 Initiative has been a grassroots effort to discern through the wisdom of Tennessee Baptists God's preferred vision for the Tennessee Baptist Convention. The two-year effort included over 1,000 conversations among pastors, church staff, and lay leadership to identify the future needs that the church would face in the coming years. A Vision Leadership Team spent almost 100 hours of analysis, study, and discussion about the data produced from listening to Tennessee Baptists. Then over 100 committed Baptists including ministers, laymen, laywomen, and content experts spent three months in ten targeted areas developing strategies and goals that would accomplish their assigned objective.

Throughout the process, the passionate engagement of the participants was nothing less than amazing. Attendance and participation at meetings and on Zoom calls has been extraordinary. Their creativity and thoughtfulness to the task has consistently been within the context of discovering how churches can be more effective in reaching their communities for Christ.

#### **A Vision**

In November of 2023, messengers to the annual meeting of the Tennessee Baptist Convention overwhelmingly stated that the desired vision for the future of the Tennessee Baptist Convention is that it would become:

A collaborative network of spiritually healthy churches reaching Tennessee and beyond for Christ so that:

Every pastor is connected and supported for healthy ministry . . .  
Every member has an active plan for spiritual maturity . . .  
Every child has a home and gospel foundation . . .  
Every parent has a biblical vision for their family . . .  
Every church has growing leaders called to ministry . . .  
Every city has effective, multiplying churches . . .

Until, every Tennessean hears the gospel!

## Strategic Priorities

Messengers also adopted 17 strategic priorities as recommended by the Vision Leadership Team. These priorities originally fell into four buckets:

1. Fueling Church Collaboration  
*Establish a culture of cooperation to advance the Gospel*
  - Engage ministry partners
  - Connect churches and pastors by context and size
  - Develop ministry leadership pipeline
  - Multiply new churches in strategic areas
2. Catalyzing Spiritual Maturity  
*Equip Tennessee Baptist churches with a plan to multiply disciples*
  - Prioritize prayer
  - Strengthen disciple making small groups
  - Develop lifestyle witnesses
  - Resource churches to deploy maturing believers
3. Transforming Family Impact  
*Engage Tennessee Baptist parents toward intentional faith formation*
  - Increase adoption and foster care utilization
  - Help churches disciple children and youth
  - Equip parents to disciple their children
  - Resource families to address modern culture
  - Strengthen gospel presence in private and public education
4. Confronting Mental Health  
*Expand mental health services for every church, pastor & staff member*
  - Create regional mental health resources
  - Care for pastors, staff, and their families
  - Promote benchmarks for physical, relational, financial, mental, and spiritual health
  - Equip churches to address members emotional/mental health

These 17 priorities were combined and assigned to ten different workgroups. The workgroups developed an objective statement, priorities, goals, and financial impact statements to address their assigned area. The work of those groups, remaining in the buckets originally assigned, is presented here in outline form. The expanded content submitted by the workgroups has been retained for future use. In some instances, a goal may be followed by what could be called “action plans.” Every goal will need action plans, but for the sake of brevity only those action plans (under outline form 1) 2) 3), etc.) that help clarify the goal have been included in this document.

Each objective ends with a section entitled “Financial Impact.” This section intends to estimate the amount of additional funds that will be needed to accomplish the strategic plan for the objective as described in this document. All of these amounts are calculated guesses since future decisions on staffing, structure, and priorities will greatly impact the actual budgeting process. No additional funds are added if it was felt that the goals provided would replace current activity and not necessarily add additional activity. But that, too, is a difficult estimate to make until the final strategic plan with budget is developed for each year.

These plans were edited and condensed in order to provide a consistent and comparable presentation between all groups. In some instances, the Acts 2:17 Steering Team may have added a strategy or goal to more completely identify the understanding and need of the objective. Otherwise, the work presented here is the work developed and reviewed by the workgroup.

# **Bucket # 1: Fueling Church Collaboration**

## **Collaboration Workgroup**

- Engage Ministry Partners
- Connect churches and pastors by context and size

**Objective:** Every Tennessee Baptist church and entity cultivating collaborative relationships that facilitate the advancement of the gospel.

**Strategy 1:** Identify and address obstacles to collaboration

Goal 1: Develop and implement a network of key collaborative catalysts across TBC to identify and address obstacles to collaboration

- 1) Include pastors, church leaders, associational mission strategists, state workers, entity leaders
- 2) Encourage associational leaders to identify collaborative catalysts as participants in the process
- 3) Engage pastors and leaders from TBC churches in meetings in each association to identify and address obstacles to collaboration

**Strategy 2:** Clarify and communicate the “Collaborative Invitation” of the Acts 2:17 Vision and Initiatives

Goal 1: TBMB Communications Group to develop a comprehensive marketing strategy for disseminating the plans for implementing the Acts 2:17 Initiative priorities

Goal 2: TBMB to conduct four meetings each year between Harvest Field Team Leaders, Associational Mission Strategists, and other "collaborative catalysts"

**Strategy 3:** Provide resources to associations and churches that facilitate collaborative planning and implementation of Acts 2:17

Goal 1: Provide six full-time fully focused Harvest Field Team Leaders

Goal 2: Continue to provide ministry supplements from Cooperative Program to associations connected to agreement of mutual expectations birthed in collaboration

Goal 3: Continue to provide Golden Offering for TN Missions allocation to associations based on 15% of total gifts from churches in association

**Financial impact if full strategy adopted:**

**\$155,000**

# **Bucket # 1: Fueling Church Collaboration**

## **Ministerial Pipeline Workgroup**

Develop ministry leadership pipeline

**Objective:** Every Tennessee Baptist Church and entity cultivating collaboration to raise up ministry leaders

**Strategy 1: PRAYING:** Every church consistently PRAYING Matthew 9:38 to raise up ministry leaders

Goal 1: Develop and promote annual statewide Day of Prayer for God to raise up ministry leaders

Goal 2: Develop a church campaign kit to lead churches to pray and preach for God to raise up ministry leaders

Goal 3: Request a specific time of prayer at every TBMB and associational gatherings for God to raise up ministry leaders

**Strategy 2: PATHS:** Every church having ministry leadership development PATHS

Goal 1: Develop section on TBMB website to guide men and women who feel a sense of call to ministry

Goal 2: Provide copies of "Calling the Called" by Shane Pruitt at Summit (one per church) and to every association for distribution

Goal 3: Develop uniform essential curriculum for leadership development

Goal 4: Train interested ministry partners in the developed curriculum

**Strategy 3: PARTNERS:** Every church having access to ministry PARTNERS for leadership development

Goal 1: Create a TBMB Leadership Development office at TBMB as a central point of contact

Goal 2: Develop and implement "Calling Out the Called" conference in each grand region of Tennessee

Goal 3: Identify present-day functioning leadership development partners

Goal 4: Develop several avenues of educational possibilities through TBC educational institutions and existing training organizations

1) Challenge Carson-Newman University and Union University to expand to a larger number of students in their current program of ministerial leadership

Goal 5: Create a "Called to Ministry" leadership fund to assist those called with scholarships for college and seminary and expenses of other training

Goal 6: Develop continuing relationship with all Tennesseans seeking to be prepared for ministry

1) Develop database that tracks those expressing interest in vocational ministry

2) Routinely connect with cohorts of those seeking vocational ministry to encourage, challenge, and engage them in Tennessee Baptist life

Goal 7: Develop a ministry resident program that provides those called to ministry with practical experience; and churches of all sizes, styles, and locations with additional ministerial resources

**Financial impact if full strategy adopted:**

**\$1,995,0000**

# **Bucket # 1: Fueling Church Collaboration**

## **Strategic Church Planting Workgroup**

Multiplication of churches

**Objective:** Every Tennessee Baptist church and entity collaborating to plant 52 churches each year

**Strategy 1:** Engage every Tennessee Baptist church, association, and potential church planter

Goal 1: Make 100% of Tennessee Baptist churches aware of the spiritual lostness, demographics, and the church planting opportunities that will help facilitate the objective

Goal 2: Identify and recruit at least 100 churches and 6 associations each year to participate in sponsoring and/or partnering with the church planting strategies

Goal 3: Engage and assess potential church planters identified through leadership pipeline process, churches, associations, and TBC entities

**Strategy 2:** Train engaged churches, associations, and church planters how to effectively plant churches within local context

Goal 1: Assess and train 100 engaged churches to be effective mother, sponsoring, and supportive churches

Goal 2: Assess and train 6 engaged associations each year to help equip the local church and church planters in the initial steps in church planting

Goal 3: Train a minimum of 52 engaged church planters each year in effective church planting strategy including continued collaborative involvement, cooperation, and participation in Tennessee Baptist life

**Strategy 3:** Resource trained churches, associations, and church planters to implement successful church plant

Goal 1: Resource all trained churches each year with continued equipping, staff expertise, and partnership opportunities with church planters

Goal 2: Resource all trained associations each year with online and in-hand church planting training materials, staffing expertise, and checklists for church partnerships

Goal 3: Resource all trained church planters each year depending on their level of continued collaborative involvement, cooperation, and participation in Tennessee Baptist life

**Strategy 4:** Fund new church plants through mother churches

Goal 1: Develop a three-tier system that provides different levels of funding based on different levels of accepted accountability that will be selected by the mother church

Goal 2: Determine process for transition of existing new plants into new system

**Strategy 5:** Develop comprehensive church planting staff to accomplish objective

Goal 1: Develop statewide leadership staff to be consistent with existing staffing

1) Language/Ethnic church planting specialist

2) Anglo church planting specialist

3) Anglo church planting specialist – BlueOval City (50% time)

4) Two ministry assistants

Goal 2: Assign to existing or newly created Harvest Field personnel positions responsibilities for church planting to consume 25% of their time

Goal 3: Develop the GO network of church planters to build community among like-minded church planters in the state, with a GO Specialist in each Harvest Field to facilitate

1) GO network would contain multiple cohorts that meet monthly

2) GO Specialist in each Harvest Field would lead cohorts, connect with each planter weekly, be an ambassador for Church Planting at TBC and TBMB events and connect with associational leadership regularly

**Strategy 6:** Facilitate new church plants obtaining property and facilities

Goal 1: Invest in prime real estate where it is anticipated that a church will be needed before land value escalates

Goal 2: Revitalize church planting loan program that allows new churches to secure property and facilities at favorable rates and terms

**Three-tier Church plant funding requirements.**

A mother church beginning a new church start would choose the level at which they wanted to participate, based on their willingness to meet all of the requirements for that level. Funding would stop if the church planter failed to meet the requirements at any point.

REQUIREMENTS	CORE (Level 3)	ADVANCED (Level 2)	PREMIER (Level 1)
Mother church is a Cooperating Tennessee Baptist Church	X	X	X
Mother church and church plant sign covenant agreement	X	X	X
Mother church and church plant affirm <i>Baptist Faith &amp; Message 2000</i>	X	X	X
Mother church and church plant participate in Golden Offering for TN Missions	X	X	X
Church planter participates in Sunday night events at Summit	X	X	X
Church planter participates in annual TBC Summit		X	X
Church plant actively participates in an Association		X	X
Church planter attends monthly GO Network Cohort Meeting		X	X
Church planter participates in Monthly Cohort Meeting virtually	X		
Church planter submits monthly report to TBMB on timely basis		X	X
Church plant contributes at least 5% of undesignated receipts to CP		X	X
Church plant contributes at least 3% of undesignated receipts to CP	X		
Church plant contributes at least 1% to Association and 1% to GO Network	X	X	X
Church planter satisfactorily completes the 3-day assessment			X
Church planter satisfactorily completes the 1-day assessment	X	X	
Church planter is in full-time pastoral position			X
Church planter and wife attend yearly marriage conference			X

Financial Support	One time initial	Year 1	Year 2	Year 3
<b>Premier (Level 1)</b>	\$10,000	\$12,000	\$9,000	\$6,000
<b>Advanced (Level 2)</b>	\$5,000	\$6,000	\$4,800	\$3,600
<b>Core (Level 3)</b>	\$2,000	\$2,000	\$1,000	\$0

**Tier Targets for each year:** Premier Level 1: **25**    Advanced Level 2: **10**    Core Level 3: **17**

**Financial impact if full strategy adopted:** **\$1,233,500**



# **Bucket # 2: Catalyzing Spiritual Maturity**

## **Prayer Workgroup**

Prioritize Prayer

**Objective:** Every Tennessee Baptist church and entity incited to persist in focused prayer filled with Great Commission expectancy

**Strategy 1: Communicate** the urgency of strategic prayer

Goal 1: Share testimonies in print and video on no less than monthly basis

Goal 2: Identify and promote habits for daily prayer, highlighting simple strategies

Goal 3: Discover and develop age specific prayer tools

Goal 4: Develop state prayer team, identifying at least one prayer strategist in each harvest field, association, and church to develop teams of intercessors

Goal 5: Include prayer for the nations and people groups in prayer strategy

**Strategy 2: Call on** every Tennessee Baptist to persist in Great Commission prayer

Goal 1: Jumpstart emphasis on Great Commission praying at Summit 2024

Goal 2: Initiate prayer gatherings in every part of the state in associations, churches, and homes

Goal 3: Initiate prayer walking ministries in homes, churches, and schools

Goal 4: Initiate process for encouraging regular fasting and prayer

Goal 5: Develop prayer emphases and priorities that include:

- 1) Restoring God's rightful place of authority within churches and homes through intimacy with Him in prayer
- 2) Declaring our submission to His will, with humility and prayer
- 3) Using Scripture to tear down strongholds, to pray for the lost
- 4) Confessing and repenting of sin, including sins of the Nation and sins of the church, acknowledging the iniquity and acts of wickedness (2 Chronicles 6:22 and 6:37)

**Strategy 3: Celebrate** the activity of God as a result of Great Commission prayer

Goal 1: Highlight God's response to prayers of His people in each issue of the *Baptist and Reflector*

Goal 2: Utilize social media to report testimonies and prayer by and from every age group

Goal 3: Provide pastors resources to develop at least an annual sermon series on prayer

Goal 4: Encourage associations to use annual meetings as a time to celebrate what God has done and is doing

Goal 5: Host times of celebration for those baptized each quarter

Goal 6: Share and celebrate the addition of new small groups (Life Groups, Sunday School classes, weekday gatherings)

Goal 7: Provide planning templates for churches to host evenings of Praise and Thanksgiving

**Strategy 4: Establish** TBMB Prayer Office to coordinate the prayer objective

Goal 1: Create full-time position of TBMB Prayer Specialist

Goal 2: Keep Acts 2:17 Initiative priorities before all Tennessee Baptists and undergirded with prayer

Goal 3: Coordinate collaboration and training on prayer among harvest field leaders, associational leadership, pastors, and church prayer leaders

Goal 4: Maintain prayer team database, provide monthly updates, encouragement, and suggestions for all Tennessee prayer groups

**Financial impact:**

- |   |           |
|---|-----------|
| 1) Create Prayer office                           |           |
| -Compensation and benefits of Prayer Specialist   | \$125,000 |
| -Compensation and benefits for ministry assistant | \$65,000  |
| -Travel and office expenses                       | \$25,000  |

# **Bucket # 2: Catalyzing Spiritual Maturity**

## **Discipleship Workgroup**

- Strengthen disciple-making small groups
- Develop lifestyle witnesses
- Resource churches to deploy maturing believers

**Objective:** Every Tennessee Baptist church and entity moving people to be more like Jesus

**Strategy 1:** Develop collaborative training cohorts of church leaders to walk with each other to create and multiply small groups that move people to be more like Jesus

Goal 1: Create a Discipleship Leader position for each Harvest Field with support position for each

- 1) Establish and multiply discipleship cohorts in their harvest field
- 2) Train and empower cohort leaders in harvest field
- 3) Work closely with Harvest Field Team Leaders

Goal 2: Develop “Small Group Disciple-Making Cohorts” within regions of each harvest field based on affinities of church size, church location (urban, suburban, rural), or worship style

Goal 3: Partner with associational leadership, train potential pastors and church leaders to lead at least six cohorts per harvest field

Goal 4: Challenge each cohort to determine specific discipleship programs to emphasize, utilizing the WinTN resource already available; and to move churches toward strengthening, multiplying groups that are missional, accountable, reproducing, communal, and scriptural (MARCS).

Goal 5: Develop statewide promotional plan to make church leaders aware of the availability and advantages of cohorts

Goal 6: Select participants from each cohort who can be trained to lead a new cohort.

### **Financial impact if full strategy adopted:**

1) Create team of Harvest Field Discipleship Leaders	
-Compensation and benefits for 7 HFDLs @ \$125,000 each	\$875,000
-Compensation and benefits for 7 support staff @ \$65,000 each	\$455,000
-Stipend for cohort leaders @ \$300 each (6 per HF x 7) = 42 x \$300	\$12,600
-Technology and other support equipment	\$25,000
2) Produce materials as needed	
-Produce materials for use in cohorts	\$25,000
-Produce promotion material	\$25,000
3) Cohort implementation	
-Travel, event, and other	\$10,000



# **Bucket #3: Transforming Family Impact**

## **Adoption & Foster Care Workgroup**

Increase adoption and foster care utilization

**Objective:** Every Tennessee Baptist church and entity mobilized within their particular context to care for vulnerable children so all children can thrive

**Strategy 1:** Educate every pastor, church, and association about the urgent need to advocate and care for the vulnerable children across Tennessee

Goal 1: Create a consistent media message across platforms including the *Baptist and Reflector*, social media videos, and website emphasis

Goal 2: Host a series of awareness webinars on vulnerable children in Tennessee

Goal 3: Offer breakout at TBC Summit on how a church can be involved in foster care, utilizing promotional video to attract attendance

Goal 4: Host pastor and wife dinner events across the state to promote the vision

**Strategy 2:** Resource every pastor, church, and association with vetted tools to care for vulnerable children

Goal 1: Create an advocacy council that would help maintain the database of resources, related websites, and continuing education about needs related to this objective

Goal 2: Create and maintain a database/website for pastoral inspiration and communication tools to effectively and passionately place before churches the need to answer the call from James 1:27

Goal 3: Create and maintain a website for churches that provides starting points to be supportive of this objective, lists of vetted organizations and voices that can serve to support the church, as well as information about the Amy Hood Adoption Fund

Goal 4: Continue to maintain resources and advocacy for protecting vulnerable children from sexual abuse

**Strategy 3:** Train every pastor, church, and association to serve vulnerable children and those who care for them

Goal 1: Provide online training resources for the church to identify and support struggling children in their community and congregation

Goal 2: Assist churches to host TN Key training (state foster care training) utilizing TBCH and local Department of Children's Services (DCS) offices

Goal 3: Create a training grant to help churches connect with already vetted and curated resources that come with fees

Goal 4: Increase Tennessee Baptist Children's Homes (TBCH) staff who can provide training to pastors, churches, and associations by increasing Cooperative Program allocation 1%

Goal 5: Train churches and TBC educational institutions in WRAP ministry, which provides support to foster care families in their church or community

**Financial impact if full strategy adopted:**

**\$363,000**

# **Bucket #3: Transforming Family Impact**

## **Family Discipleship Workgroup**

Help churches disciple children and youth

Equip parents to disciple their children

**Objective:** Every Tennessee Baptist Church and entity implementing a biblical model of intentional family discipleship

**Strategy 1:** Challenge churches to create a biblical culture of discipleship

Goal 1: Create a model for families to engage in a consistent intake of Scripture

- 1) Teach families how to read the Bible and interact with Scripture
- 2) Partner with Prayer and Discipleship workgroup to create list of definitions, mission, and goals for discipleship and biblical literacy across the church and family
- 3) Develop a model easy to replicate to teach pastors, church staff, elders/deacons, and then laypeople to reach biblical literacy

Goal 2: Create and distribute content to help church staff and laypeople talk to kids and teens about following Jesus at their growth level

- 1) Create and conduct trainings through associational events
- 2) Create related resources for distribution
- 3) Conduct follow-up with churches at 3, 6, and 12 months

Goal 3: Engage families in serving their community together outside of the church

- 1) Establish mission projects of various ministry types in harvest fields across Tennessee
- 2) Establish family-based mission projects of various ministry types
- 3) Create lasting places of service through SBC mission entities, parachurch ministries, and 501(c)(3) friendships

Goal 4: Celebrate discipleship growth that the Lord has brought

- 1) Hire full-time videographer with social media focus
- 2) Capture personal testimonies, family victories, church celebrations
- 3) Share videos to encourage the church to “take heart! Jesus has overcome the world!”

**Strategy 2:** Engage every church in Tennessee in family discipleship

Goal 1: Formulate a TBMB definition for Family Discipleship

Goal 2: Encourage churches to embrace the challenge of Family Discipleship

- 1) Develop communication strategy to connect with churches based on their discipleship experience

Goal 3: Develop coaching team to help churches identify pathways and entry points

- 1) Start with 1 coach per harvest field and increase up to 3 per harvest field in year 3
- 2) Discover and share best practices of successful churches
- 3) Develop milestones method to help churches start

Goal 4: Establish position of Champion of Family Ministry

**Strategy 3:** Leverage the existing resources in the field of family discipleship

Goal 1: Engage church leaders to promote and support church’s vision for family discipleship

- 1) Specific connections models for deacons, elders, small group, and worship leaders

Goal 2: Develop Titus 2 model of mentoring

- 1) Older men pouring into younger men
- 2) Older women pouring into younger women
- 3) One-to-one, small group, and large group models

- Goal 3: Encourage and fuel intergenerational relationships
- 1) Intentional fellowship
  - 2) Younger generations serving older generations
  - 3) Older generations embracing younger generations in intentional, informal ways
  - 4) Ungraded learning opportunities
- Goal 4: Create awareness of regularly updated resources
- 1) Books, ministry models, training events from wide selection of sources

**Financial impact if full strategy adopted:**

**\$311,000**

For Messenger Review

# **Bucket #3: Transforming Family Impact**

## **Current & Emerging Culture Workgroup**

Resource families to address modern culture

**Objective:** Every Tennessee Baptist church and entity equipped with resources that address current and emerging culture

**Strategy 1:** Develop and deliver impactful resources that address current and emerging cultural trends

Goal 1: Create cultural trends advisory group to provide insight to resource development

- 1) Conduct robust needs assessment to identify geographic needs related to culture
- 2) Identify existing resources addressing culture
- 3) Consult on website development
- 4) Identify and vet training and education opportunities

Goal 2: Develop website to house materials and links to additional resources

**Strategy 2:** Establish a TBMB Emerging Culture office to coordinate this objective

Goal 1: Create TBMB Culture Specialist full-time position to identify current and emerging cultural trends and develop the resource framework

Goal 2: Create TBMB Cultural Expert in Residence position for 2 to 5 years

- 1) Secure recognized leader in church and cultural issues, new each year
- 2) Train TBMB leaders, staff, trainers, associational and church leadership to provide education and resources across the state
- 3) Provide insight and resources on sexual, digital, family, and other fundamental Christian ethics
- 4) Instruct TBMB staff on approaches to various generational categories
- 5) Produce podcast/videos and other communications related to culture

**Financial impact if full strategy adopted:**

**\$280,000**

# **Bucket #3: Transforming Family Impact**

## **Education Workgroup**

Strengthen gospel presence in private and public education

**Objective:** Every Tennessee Baptist church and entity equipped to impact every educational setting in their community to make disciples of Christ

**Strategy 1:** Facilitate churches developing relationships with educational settings within their community to advance the gospel presence

Goal 1: Partnerships: Promote partnerships between local churches and educational settings to ensure that every Tennessee educational setting is adopted by at least one local church

Goal 2: Partnerships: Challenge churches participating in a school partnership to identify 5 events conducted by the school throughout the year and make their presence felt by actively participating in said events

Goal 3: School Clubs: Encourage 10% of Tennessee Baptist churches to collaborate with at least one Bible Club and/or other Christ-centered ministry that is currently active within the educational settings in their community

Goal 4: School Clubs: Resource 10% of Tennessee Baptist churches to encourage the implementation of a new Bible Club and/or Christ-centered ministry within the educational settings in their community

Goal 5: Prayer: Engage at least 10% of churches in an intentional prayer ministry for their local educational settings

Goal 6: Teachers: Facilitate and support networks for Christian educators to provide fellowship and encouragement

Goal 7: Teachers: Discover or develop resources to be made available to parents and educators to assist in their understanding of current culture from a Biblical worldview

Goal 8: Grant Fund: Create a School Partnership Grant fund to make up to 32 grants each year to churches who need financial assistance to develop an impactful school partnership

**Strategy 2:** Provide resources that will lead local churches through the process of engaging and equipping a current educational institution or homeschool setting; or empowering the formation of a new school

Goal 1: Gather resources highlighting current best practices in all educational settings, including homeschooling

Goal 2: Develop website and other means of making user-friendly resources easily accessible

Goal 3: Identify at least 2 to 3 churches in each grand region effectively housing a Christian school that are willing to mentor a church exploring beginning a Christian school

**Strategy 3:** Create a systematic approach to equipping pastors, educators, and members to actively pursue opportunities to impact local educational settings with a gospel presence

Goal 1: Offer training to further strategies to reach the goal of Christian education

Goal 2: Create online resources for churches/individuals to reach the goal of the mission of Christian education

Goal 3: Create and utilize tutorials on how to promote church/school partnerships that result in engagement to support local discipleship

**Strategy 4:** Establish TBMB Education Engagement office

Goal 1: Create position of Education Engagement Process Specialist

1) Maintain knowledge of legal church engagement with public schools

2) Maintain knowledge and understanding of homeschooling culture and environment

3) Maintain knowledge of private school development process and guidelines

4) Implement strategies of this objective through regional and HF resources

Goal 2: Create two contract coordinating positions in separate grand regions

**Strategy 5:** Continue to provide a comprehensive collegiate ministry on public and private college and university campuses throughout Tennessee

Goal 1: Continue to maintain highly qualified and experienced collegiate ministry staff leading Baptist Collegiate Ministry (BCM) organizations on campuses

Goal 2: Continue to maintain Baptist Student Centers on major 4-year college campuses

Goal 3: Continue to explore alternate facility arrangements that reduce student centers' dependence on Cooperative Program funding

**Financial impact if full strategy adopted**

**\$ 299,450**

For Messenger Review

# **Bucket #4: Confronting Mental Health**

## **Mental Health Workgroup**

Create regional mental health resources  
Care for pastors, staff, and their families  
Measure health metrics  
Equip churches to address members' mental health

**Objective:** Every Tennessee Baptist church and entity empowered and resourced to address mental wellness as part of a holistic discipleship process

**Strategy 1:** Create a centralized access point for mental health and wellness resources with immediate response capability

Goal 1: Create a very obvious centralized internet access point with pathway to address the needs of ministry families to include Shepherd Care, Mental Health Care, Off the Grid events, and other wellness resources

Goal 2: Create a second pathway to equip pastors and church leaders to address the needs of churches and communities

Goal 3: Create a family of publicity resources to raise awareness about the access point and its resources

1) Include brochures with tear off business cards for wallets, refrigerator magnets, non-print text and social media friendly communications

**Strategy 2:** Utilize a regional resource directory for counseling and wellness resources available for every Tennessee Baptist church and entity

Goal 1: Create a regional resource directory for counseling services (in-person or remote) with availability within 2 weeks of referral

Goal 2: Create a regional list of wellness resources updated quarterly that includes conferences, forums, support groups, retreats, life groups, Sundry School classes; and provides case consultation for pastors or other counselors desiring support

**Strategy 3:** Emphasize a culture of prevention and responsiveness to mental wellness in every Tennessee Baptist church

Goal 1: Conduct Pastor and Church Staff Mental Health Forum in each of 7 harvest fields on annual basis

Goal 2: Expand Shepherd Care from its current structure and include within the centralized access point other proactive wellness resources, such as Mental Health Forums along with the Off the Grid opportunities

Goal 3: Encourage associations to begin or strengthen pastor relational opportunities such as regular pastors' conferences

Goal 4: Host regional mental health events (e.g., conversations, seminars, conferences, networking) with associational partners

Goal 5: Train at least 50 Tennessee Baptists in Mental Health First Aid within each grand region of Tennessee

Goal 6: Develop list of current association and church counseling centers for distribution to all associations and churches

Goal 7: Produce a "how-to" handbook/guide explaining how associations and/or churches can start their own support group strategy and/or counseling centers

Goal 8: Explore options for peer counseling centers and include them in the guidebook

**Financial impact if full strategy adopted: \$135,500**

- 1) Develop and maintain websites
  - Third party development \$25,000
- 2) Expanded communication services
  - Promotion, printing, and mailing of resources \$35,000
- 3) Additional staffing required
  - Compensation and benefits for ministry assistant \$65,000
- 3) Mental Health Forums
  - Travel and honoraria for speakers, promotion, lunch 7 x \$1,500 \$10,500

For Messenger Review





## Summary of financial impact

Each objective ends with a section entitled “Financial impact if full strategy adopted.” This section intends to estimate the amount of additional funds that will be needed to accomplish the strategic plan for the objective as described in this document. All of these amounts are calculated guesses since future decisions on staffing, structure, and priorities will greatly impact the actual budgeting process. These amounts represent only additional funds needed for new activity. They do not represent existing funding that will be redirected. But that, too, is a difficult estimate to make until the final strategic plan with budget is developed for each year.

### **Bucket # 1: Fueling Church Collaboration**

Collaboration Workgroup	\$ 155,000
Ministerial Pipeline Workgroup	1,995,000
Strategic Church Planting Workgroup	1,233,500

### **Bucket # 2: Catalyzing Spiritual Maturity**

Prayer Workgroup	215,000
Discipleship Workgroup	1,427,600

### **Bucket #3: Transforming Family Impact**

Adoption & Foster Care Workgroup	363,000
Family Discipleship Workgroup	311,000
Current & Emerging Culture Workgroup	280,000
Education Workgroup	299,450

### **Bucket #4: Confronting Mental Health**

Mental Health Workgroup	135,500
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**Grand Total** **\$ 6,415,050**