

FIRST BAPTIST CHURCH SMITHFIELD

STRATEGIC PLAN - 2023



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Mission & Vision

Mission Statement

- WORSHIP GOD, TEACH THE WORD, SERVE OUR COMMUNITY

Vision Statement

- To provide a 'Place to Belong' where we glorify God as we practice our mission



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Core Values

- **Reverence:** Approaching God with Humility
- **Gratitude:** Attitude of being Thankful in all things
- **Compassion:** The Love of Jesus Christ on display



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“Overall Vision”

■ Provide a “Place to Belong” where we Glorify God as we Practice our Mission:

Our Vision Statement embodies the very nature of what we plan to accomplish here at First Baptist Church Smithfield. We desire to provide a place of refuge for fellowship, worship and praise. We strive to seek out opportunities for Kingdom Work that embraces our community and supports the extents of the mission field. We value tradition while seeking innovative approaches to engaging our children, youth, families, and senior adults. And we do all of this through the guidance and power of the Holy Spirit and our steadfast faith and love in Jesus Christ. To accomplish all of this, we begin by challenging ourselves to focus on conscious efforts to engage our members and our community. *The “Six Key Initiatives” described on the next slide represent our initial and on-going efforts to accomplish our Vision, while embodying the values found in our Mission. The following slides represent additional objectives, priorities and focus areas where we intend to direct attention and develop initiatives, strategies and action plans to accomplish our Vision.* The Long-Range Planning Committee shall continue to refine and expand on initiatives, strategies and actions that accomplish the Vision and our Key Initiatives (See Also Supporting Documents, Appendices A & B to this Plan for additional detail). Over the next three to five years this Strategic Plan may be amended, updated or revised as necessary to reflect changes, new goals, actions, strategies, initiatives, accomplishments, etc.



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Vision: Key Initiatives

6 “Key Initiatives” for providing a ‘Place to Belong’ where we Glorify God as we practice our Mission

<u>VISION INITIATIVE</u>	<u>MISSION VALUE</u>
■ Inviting (External/Outreach)	SERVE
■ Welcoming (Before Service, Entering Church Grounds)	SERVE
■ Engaging (During the Service)	WORSHIP
■ Involved (After the Service)	SERVE
■ Caring (During the Week – Inreach)	SERVE
■ Lifetime Spiritual Growth (Training & Education)	TEACH



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Goals and Objectives “Priorities”

- **Children, Youth, Families & Senior Adults:** First Baptist Church Smithfield is specifically focused and devoted to the spiritual development and social fellowship of our children and youth, as well as inclusion of their families. Additionally, we strive to engage our senior adults by providing peer programming as well as intergenerational group activities and involvement. Although past social restrictions due to COVID presented unique challenges for programming, we emerged from those times with a renewed energy and intentionality to involve our membership and community. It is important that we recognize opportunities to involve the entire church body. Our staff, as well as selected leaders, committees, senior adults and volunteers, should challenge themselves to communicate, involve, inform, and generally reach out to know the parents, guardians and families of our children and youth. It is also important that we balance Christian-based programming and social settings for our children/youth with their safety and welfare by maintaining and updating our Church protocols for emergencies, security, and background checks every three years. *While a large portion of our children, youth and senior adult programming is staff and minister implemented, we feel it important to help strengthen our staff and leaders by developing strategies that support and encourage them in this endeavor.*

[POLICIES HERE](#)



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Goals and Objectives “Priorities”

- **Lifetime Spiritual Growth & Development:** First Baptist Church Smithfield considers it a vital responsibility to teach, educate and engage all members, our community and all persons who desire to have a relationship with our Savior, Jesus Christ. Being human, which includes both virtues and goodness as well as shortcomings and sin, is something that both believers and non-believers share. Through this human commonality, we seek to provide a path to leading and guiding each other to a personal relationship with Jesus; and, as believers, we act through the Holy Spirit to fulfill His Commission. Specifically, here at First Baptist Church Smithfield, while we value tradition, we also challenge ourselves to reach out to our community in need, thrive spiritually within a sinful world, and to focus on positive topics and discussions that strengthen us as Christians. Under our Mission we desire to “Teach the Word” by providing education, programming and training that meets all aspects of the Christian journey. *In essence, we intend to support development of new and ongoing educational opportunities and programming that actively addresses this lifetime/journey aspect of faith, that meets changing needs within our Church, community and society, and that bonds us together as Christians.*



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Goals and Objectives “Priorities”

- **Future Grounds/Parking/Property:** First Baptist Church Smithfield desires to grow and expand in accordance with our Vision, and we recognize that our current grounds are limited within the surrounding confines of multiple districts in downtown Smithfield. Therefore, it is important that we value, utilize and retain (when possible) the properties we currently own. *We also challenge ourselves to consider long-term plans and designs for expanding and improving our grounds, particularly in the areas of parking, and pedestrian connectivity and accessibility.* Such plans will help provide the Welcoming and Inviting aspects under our Key Initiatives. Coordination with our Deacons and appropriate committees will be an important component to planning future improvements and expansions.



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“Other” Goals and Objectives

■ Other Initiatives, Strategies & Action Plans:

The “Key Initiatives”, as well as the Goals & Priorities, represent the focus areas currently identified for this Planning Document to accomplish our Vision. However, numerous other Initiatives, Strategies and Action Plans may arise that require either long-term or churchwide planning. Such topics may include Worship Styles & Music, Communications/Marketing Campaigns, New Directions/Descriptions for Staff or Committees, Senior Adult Engagement, Future Buildings/Upgrades, Financial Goals/Campaigns, just to name a few. Such plans or actions might be added to the more detailed Supporting Documents in the Appendices to this Plan, or this Plan itself may require amending or updating over the course of time, as needed. This is certainly encouraged, although specific Long-Range Initiatives, Strategies and Action Plans should be appropriate with the Mission, Vision and Core Values of this Plan.



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How Did We Get Here? “Past”

- **History & Background:** First Baptist Church Smithfield was organized on July 14, 1832 by 43 members. The first church building was erected three years later at the corner of Church and Second Streets, where St. Pauls Episcopal Church now stands. In July of 1903, a new church building was completed at the corner of Fourth and Johnston Streets, where the church relocated, under the pastorate of John Scuttle. As the church body and its buildings expanded, a devastating fire destroyed the buildings on December 22, 1942. Church services were held at the County Courthouse temporarily pending the end of World War II. Pastor Charles Gillespie steadied the helm during this time until his death in May, 1945. His death was a blow to the church’s efforts to re-establish; but Nora Padgett, a local school teacher and church worker, took on a key leadership role and kept church activities going, along with a schedule of visiting ministers. In the fall of 1945 a new fundraising effort under the pastoral leadership of a youthful James Cammack resulted in a new sanctuary which opened for service on Easter Sunday, April 9, 1950. In May of 1990, under Pastor Lee Colbert, a new office, fellowship hall and Sunday school building were added next to the sanctuary; and later in 2013 the church purchased and renovated the old Smithfield Herald newspaper building, which became known as the Colbert Ministry Center. Throughout our historical successes and challenges, our church has remained focused on Worshiping, Teaching and Serving our community and beyond. Our history has certainly shaped us and established us, and we continue to value those traditions that have allowed us to persevere and thrive. *But we also look ahead, and specifically with this Strategic Plan, we aim to be more intentional about shaping our future.*

[MORE INFO. OF OUR HERITAGE TO COME](#)



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How Did We Get Here? “Recently”

- **Original/Previous Plans That Still Apply or No Longer Apply:** This is the first Strategic Plan developed by the Long Range Planning Committee at First Baptist Smithfield. We have recently been tasked by the church to be more active in making future plans that fit our Mission and Vision. We are excited to adopt and implement this more “proactive” approach and specific plan, as we move into an exciting new phase of how our church engages our community!



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Today's Situation

- **Present Day:** Today at First Baptist Church Smithfield, while we embrace history, heritage and tradition, we also yearn to reach out and provide Christian support, education and love to a changing community and world around us, as commissioned to us through Christ. We aim to accomplish this broadly by providing “...a place to belong...” as stated in our Vision. While that place begins right here in the heart of our community in downtown Smithfield, NC, it also has potential to reach the extents of the mission field and the world. We believe that we stand at the precipice of new and modern opportunities to fulfill our Mission to Worship, Teach and Serve. We are all challenged to lead a Christ-like life within a changing and sinful world, but our church today (perhaps more than ever), purposely desires to meet this challenge by striving to remain positive-minded in our attitude as we focus on our overall Mission, Vision, and Objectives. This Strategic Plan, along with its working Appendices, have been written as a guideline to initiate a purposeful plan and achieve objectives that are currently important to us. However, we also recognize First Baptist Smithfield is much more dynamic than this document alone, and our church will continue as one body in Christ to seek guidance from the Holy Spirit in all that we do, remain steadfast in the teachings of Christ, and spread His word through Kingdom Work in our community.



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Our Strategic Plan

- **The 2023 Strategic Plan:** On December 1, 2021, with the calling of our new pastor Kristen Tucker, the Long-Range Planning Committee challenged itself to finish a church-wide planning process and document, which had been initiated before COVID, but was never completed. In the Spring of 2023, the Long-Range Planning committee was pleased to present this 2023 Strategic Plan to the Deacons for adoption as an official guide to assist not only our Committee, but the Church itself, with accomplishing our Mission, Vision, Initiatives, Objectives and Priorities over a projected period of the next three to five years. While the guidelines in this document are certainly not all-inclusive of the many dynamic activities that take place in our Church, we feel that it does lay out a concerted overview of important focus-areas for our church. In the coming years it is our hope that we can say our committee and our Church accomplished some or all of our objectives herein, and that we created and improved upon our Vision to “Provide a Place to Belong Where We Glorify God as We Practice Our Mission.” This committee should endeavor to revise and/or amend this document as this planning period progresses through 2026-2028, and as new strategies and objectives evolve.