



Christ Church

N A S H V I L L E

Vision 2020

Sunday, August 4, 2013

Vision 2020

Vision, Purpose, and Strategy Proposal

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Introduction

The following document was compiled and submitted by Dr. Bruce Grubbs, Pastor for Vision Implementation of Christ Church Nashville, and endorsed by Pastor Dan Scott, Senior Pastor of Christ Church Nashville, along with the church's Administrative Board on June 11, 2013. It contains proposals related to Christ Church Nashville's vision, purpose, values, functions, strategies, and special target challenges and opportunities. It is based on conversations with and content provided by Pastor Dan Scott and reflects the insights of Dr. Bruce Grubbs regarding the actual fulfillment of the vision. The report presents a potential future direction and plan of action for Christ Church Nashville as it seeks to move forward in its life and ministry for the glory of God. The church's leadership believes that these matters must be proactively addressed between now and the year 2020 to ensure the ongoing life and health of Christ Church Nashville.

The statements, related suggestions, and proposals contained in the report are believed to represent concepts and beliefs consistent with the church's DNA (i.e. its cultural, theological, and historical character). To that end, the report seeks to respect the church's founding and guiding documents, its long history and important place in the Nashville community, its connections with and respect for the three main streams of the Christian faith (the Charismatic, the Evangelical, and the Sacramental), and the church's stated commitment to the belief and practice of an ancient/future faith. Additionally, the report seeks to honor the church's aspiration of "Opening the Soul to the Presence of God."

A Pastoral Perspective of the Historical Landscape

Who We Are

Christ Church Nashville exists to proclaim, in word and deed, the good news of Christ to the greater Nashville community. Through its worship, teaching of the Holy Scriptures, and its healthy community life, the church seeks to lead individuals into a life of transformation in Christ. The church encourages its people to discover, train, and express this ongoing transformation as stewards of those resources God gives them in the areas of their specific vocations and in this way extend the church's mission into all aspects of the community around us.

Christ Church Nashville has made and continues to make major contributions to the spiritual and cultural life of Nashville and middle Tennessee. It has done this by embodying the teachings of Christ as it understands them, within the specific time and geographical context in which it works. Therefore, the church avoids any definition of its character and mission that might needlessly restrict its ability to bless all within its scope of influence.

Christ Church Nashville strives to be a resource for congregations and ministries that share this Christian vision, of whatever denomination, culture, and geographical origin. Although Christ Church Nashville is a local congregation, with all the spiritual and legal rights and responsibilities that implies, it seeks to serve the entire Body of Christ.

Where We Came From

Christ Church Nashville was founded within the Pentecostal movement. It draws upon the Wesleyan vision that formed that movement's theology and missional character. However, it also draws upon and seeks to embody insights it may glean from the entire Christian Church wherever She presently exists or has existed. Christ Church Nashville's founding pastor, Rev. L. H. Hardwick, established the church's corporate attitude and culture, and it is our intention to both maintain these values and adapt them to the challenges and opportunities in the era in which we work.

How We Got Here

Christ Church Nashville is the product of the sixty-year pastorate of its founder, Rev. L. H. Hardwick, who, together with the first generation of members, worked sacrificially to accumulate the resources and clarify the values we now hold in trust. The Pentecostal ethos was a particularly important component of helping this first generation of members to make significant contributions to the life of this city. This was true even though most had come from modest backgrounds. Christ Church Nashville learned from these people that the power of the Spirit enables a redeemed people to discover, learn, and carry out specific callings and that this is what gives them a sense of purpose, dignity, and personal fulfillment.

Christ Church Nashville came from a people who understood the economic and social challenges of life. They believed that the God of Redemption could give them joy in their present circumstances as He worked with them to live their callings.

Where We Stand

Christ Church Nashville believes in what C. S. Lewis referred to as "mere Christianity" in his book of the same title. We confess and teach the two central creeds of the Christian faith (the Apostles' Creed and the Nicene Creed) in light of both the Protestant Reformation and the Charismatic renewal. We hold to these fundamentals of orthodox Christianity while remaining open to the gifts and insights of the whole people of God. We more fully articulate this doctrinal stance in our sixteen articles of faith. We also believe in the importance of practicing an ancient/future faith, which requires that we work to learn and apply the lessons of historical Christianity to the challenges of our own time and place in relevant ways. Our church's vision, purpose, value, and functions are outlined below.

Looking to the Future

Now well into the church's second pastoral administration, we are continuing the process by which church leaders of Christ Church Nashville can identify common values and goals. For these, we are working to create practical steps by which we can pursue our vision and accomplish our purpose in the coming season of the church's life. The following material presents the content of that anticipated future, as we currently understand it.

Pastoral Vision, Purpose, Values, and Church Functions

Vision

The vision of Christ Church Nashville is to be a vibrant and growing Christian community practicing the ancient/future faith and to bring persons into the knowledge of God in Jesus Christ by experiencing the transforming power of the Gospel to the glory of God.

Purpose

The purpose of Christ Church Nashville is to lead persons within the church's influence, especially those within the area immediately around the church, to understand and embrace the teachings that are consistent with the church's own heritage and understanding of the Christian faith within the context of an authentic and healthy Christian community, so that they come to know God in Jesus Christ and experience the genuine transformation of their lives in ways consistent with and reflective of the person of Jesus Christ.

Our purpose requires that we address the opportunities and challenges of a post-modern and globalized world by drawing upon the wisdom and insights of the believers of all times and places through embracing the three main streams of the Christian faith in ways that are consistent with the church's own heritage and understanding of the faith.

Values

- Teach and practice an ancient/future faith.
- Build a community of creative and growing people.
- Discover, train, and release leaders.
- Reach the nations here and abroad.

Church Functions

Worship: To glorify and honor God as Creator, Ruler, and Redeemer

Glorifying and honoring God are the central functions of the church and the primary reasons for its existence. Through worship the soul transcends its own time and space to "taste the power of the world to come." Through worship the soul is opened to the presence of God by the Holy Spirit, experiences the power and gifting of God's Spirit for service, is instructed in the truth of God's Word, and is transformed for the purpose of displaying God's glory in the world.

Proclamation: To declare the Gospel under the empowerment of the Holy Spirit

We proclaim the Gospel through preaching, witnessing, and sharing the truth of God's grace to the end that persons are moved to embrace God's presence in their lives in the person of Jesus Christ and begin the process of spiritual transformation. We also proclaim the Gospel through the arts, literature, personal relationships, and service to persons in the name of Christ.

Discipleship: *To teach, train, and embody the Christian faith*

Discipleship is the intentional formation of a person's heart, mind, and habits in the ways of God. This begins with conversion. It continues with a believer's instruction in how to read, interpret, and apply Holy Scripture and how to develop a life of private and communal piety. It is the means by which a believer learns to view the world through the lens of covenant and to fulfill the particular vocation to which God has called him or her. Christ Church Nashville seeks the most effective way to accomplish these vital responsibilities in the times in which we live and believes that the process of conversion is not complete without them.

Community: *To connect and engage with other believers*

To be “in community” requires spending time in common activities including worshiping God, spreading the Gospel, and serving others in the name of Christ. It means offering and receiving care, instruction, guidance, and discipline through which our lives increasingly reflect the character and spirit of Jesus Christ. Through Christian community we are moved beyond the normal relationships of life by extending ourselves toward others, receiving personal support, and experiencing sustained relationships as a result of our faith.

Missions: *To carry the Gospel to all peoples*

This requires that we extend the Gospel to those who live in the immediate community around the church and invite them to become an authentic member of our fellowship. We will strive to further extend the Gospel to all peoples of the world and provide ways for them to experience authentic Christian community for their own spiritual growth.

Service: *To demonstrate the love of Christ by meeting the needs of peoples*

Through service we most directly and clearly reflect the character of Christ and His example of servanthood. The greatest witness to the genuineness of our faith in and devotion to Christ is through serving others in His name. Service speaks and can be heard whether words are understood or received. It stands as the central and distinguishing mark of Christianity to the world.

2013 Key Outcomes

The following ministry targets have been established by Pastor Dan Scott and Dr. Bruce Grubbs, endorsed by the church's Administrative Board, and are currently in process.

By the end of 2013, we plan to accomplish the following objectives:

1. Pursue a strong advance in our Children and Youth Ministries in addition to having obtained and installed a new youth pastor.
Coordinators: Pastor Daniel Bell and Pastor Doug Swilley
2. Develop a plan to employ small groups as a community building, discipling, and equipping strategy.
Coordinators: Shawne Brown, Ryan Bledsoe, and George Williams
3. Pursue a 5% increase in the attendance of our English and Spanish speaking congregations during the 4th quarter of the year (as compared to last year).
Coordinators: Sam Mayercik and Nick Maciuk
4. Exceed the approved 2013 budgeted income for unrestricted funds.
Coordinator: Linda Hilliard
5. Complete a five-year building and grounds plan, which would identify projects and repairs needed and the timetable and budget required for their completion.
Coordinator: Scott Wimpelberg
6. Establish and begin funding for the ongoing education, training, and development of the church's ministry leadership.
Coordinators: Joe Cook and Joe Bergman

Strategic Issues, Opportunities, and Challenges for 2020

Building Community

To continue to develop and facilitate a comprehensive small groups ministry to build community among Christ Church Nashville members and to disciple persons as followers of Jesus Christ.

Clarifying Identity

To become increasingly clear about our theological, missional, and cultural identity.

Creating Healthy Leadership Structures

To determine how decisions are made, what the lines of authority are, and how accountability is established and exercised. In other words: who does what, who reports to whom, and who says yes or no?

Christ Church Nashville was founded as legally autonomous, but also as a representative of an international denomination. As a result, it relied upon denominational accountability for its theology, ethics, and spiritual life. Internal accountability structures were not as crucial in churches such as Southern Baptist Convention congregations or Churches of Christ whose theological beliefs purposefully define local church governance. This was not as clear or as crucial in our founding era. However, now, and in the future, it will become extremely important.

To that end our church board, deacons, and staff function something like a three-legged stool, as each group represents a different kind of leadership and accountability for the other two. Without this structure or something like it, our church will either move toward a strong pastorate with a weak board or a strong board with a weak pastorate. We need the third group of people who have spiritual influence but not necessarily corporate power to keep the organization stable.

Developing Proactive Steps Toward Growth

To identify and enact the changes needed in activities, programs, personnel, and schedules which will result in renewed energy and measurable numeric growth in worship attendance, program participation, baptisms, membership, and personal stewardship of time and resources. Christ Church Nashville must become intentional in these specific issues in order to sustain itself. To be a good steward of the Gospel and to be a Christian community faithfully representing and reflecting the Kingdom of God, we must pursue people who are without God, without Christian community, and without direction or hope.

Educating Children

To provide for the training of children in the ways of God and to educate them in the habits of mind and familiarity with knowledge required for vocation and citizenship in the broader community. One potential means of accomplishing this would be to host a quality Classical Christian school that will serve children of both the poor and middle class families in our community. Providing quality education for the children of such families allows us to provide a common ground of connection for the entire congregation. For while families with a healthy financial capacity can provide quality education for their children, most poorly resourced

families cannot access the private educational systems that provide this valuable service. Because the resources of Christ Church Nashville are largely unused during the week, our campus is a perfect venue for such a school. This action could result in hundreds of persons being served in this manner becoming attracted to Christ Church Nashville. It could also help maintain social connections among our youth as they mature, which are otherwise dissolved when children of different socio-economic constituencies within the church develop different social networks from one another.

Establishing Healthy Leadership Continuity

To determine what occurs when key leaders, by choice, trauma or otherwise vacate their area of responsibility in the church. Establishing a process for leadership continuity is especially crucial for the senior pastorate but includes other key roles as well. We will seek to develop a process that assumes a healthy continuation of service, here or elsewhere, for such key personnel and a reasonable means of preparing for such eventualities on the part of both the leader and Christ Church Nashville.

Renewing and Sustaining Facilities

To envision the effective Kingdom use of our buildings and grounds for present and future generations and to actualize that vision.

Responding to Diversity

To respond to our area's growing demographic by becoming a host campus for a variety of worshipping communities working together under the common beliefs and governance of Christ Church Nashville. Our strategy for accomplishing this is to develop ways of fostering growing community among such groups, leading to some sort of interdependence. Eventually, Christ Church Nashville would become a community of congregations interconnected by their friendships, common commitment to basic beliefs and mission, and their stewardship of common facilities.

Telling our Story

To develop and launch an effective communication and marketing strategy through which Christ Church Nashville can effectively frame and present information to its members and larger audiences. This could include obtaining, hiring, or contracting professional communications and marketing personnel or organizations that have the needed expertise and experience to tell our story.

Core Champions

Building Community

Shawne Brown, Ryan Bledsoe, and George Williams

Clarifying Identity

Christopher Phillips, Colleen Hollis, Hunter Mobley, and Becky Scott

Creating Healthy Leadership Structures

Gail Dowdy, Amanda Phillips, and Ann Smithson

Developing Proactive Steps Toward Growth

Sam Mayercik and Nick Maciuk

Educating Children

Mike Forster, Ben Anderson, and Adam Mauldin

Establishing Healthy Leadership Continuity

Scott Bradbary, Sheri Banks, and Tim Bledsoe

Renewing and Sustaining Facilities

Scott Wimpelberg and Stacy Beam

Responding to Diversity

Mindy Bledsoe, Amanda Beam, Jay Clark, Shawn Tate, Gary Wallbaum, and Dirk Weibezahn

Telling Our Story

Michael Valletta, Jenn Helvering, and Russell Mauldin

Path Markers: A Dated Plan for Designing Initiatives and Actions

Preferred Reality Descriptions – August 19, 2013

Question: What do we believe the future should look like relative to each of the Strategic Issues, Opportunities and Challenges?

Each group is asked to develop a statement of the Preferred Reality in regard to their particular Strategic Issue, Opportunity, or Challenge.

The Preferred Reality descriptions will begin by stating, “Our vision relative to _____ is that by 2020 Christ Church Nashville will be _____ etc.”

Once these statements are developed, they will be proposed to Senior Pastor Dan Scott and Dr. Bruce Grubbs for review and agreement by August 28, 2013.

Fulfillment Actions or Stages – September 17, 2013

Questions: What goals need to be set to ultimately obtain the Preferred Realities? What actions could be taken that would achieve these goals? What would be the incremental steps needed to accomplish these actions?

Each group is asked to develop a set of initial plans for 2014 that would lead to the successful launch toward fulfillment of their Preferred Reality.

Once these plans are developed, they will be proposed to Senior Pastor Dan Scott and Dr. Bruce Grubbs for review and agreement by September 25, 2013.

Requested Fulfillment Resources – October 8, 2013

Question: What resources would be needed to enable these initial plans to be successfully achieved?

Personnel: What new staff or lay leadership role(s) would be needed to lead, conduct, or support the plans to be achieved beginning in 2014? What current role(s) could be deleted?

Finances: What funding would be required to provide for the plans to be achieved?

Facilities: What space would be required to achieve these plans?

Equipment: What equipment (new or re-purposed) would be required to achieve these plans?

Relationships: What new relationships need to be established to enable these plans to be achieved? What existing relationships need to be strengthened, and what old relationships need to be renewed?

Marketing and Communications: What marketing and communications support would be needed for the plans to be achieved?

Once these statements are developed, they will be proposed to Senior Pastor Dan Scott and Dr. Bruce Grubbs, in consultations with leaders representing areas referenced above, for review and agreement by October 15, 2013.

Preliminary Report – October 31, 2013

Core Champions will submit preliminary reports stating the agreed upon:

1. Preferred Reality statement for their group's Strategic Issue, Opportunity, or Challenge.
2. A list of all agreed upon Fulfillment Actions or Stages supporting the Preferred Reality.
3. A list of all resources identified and requested for each Fulfillment Action or Stage.

Once these reports are developed, they will be proposed to Senior Pastor Dan Scott and Dr. Bruce Grubbs for review and agreement by November 13, 2013.

Final Report – November 20, 2013

Core Champions will perfect and submit reports with requested adjustments by November 20, 2013.

Once these reports are finalized, they will be proposed to Senior Pastor Dan Scott and Dr. Bruce Grubbs, with other leadership including resource allocators, for review and agreement by December 1, 2013 for launch on January 1, 2014.

Vision 2020 Launch Date – January 1, 2014

Core Champions will begin implementation of their Fulfillment Actions or Stages.

Long Term Goals to be Obtained by 2020

1. Have obtained and installed, or have become unified around, a likely pastoral successor who is preparing to assume the pastorate according to an agreed-upon timetable.
2. Be a congregation under whose umbrella multiple worship services are occurring on the current campus meeting diverse cultural and language needs existing in and around Christ Church and drawing _____ persons weekly for Christian worship.
3. Discover a reputable partner (or partners) to carry the managerial and financial load for the Memorial Gardens and other businesses and ministries not directly connected to the core pastoral care functions and services of the church.
4. Have formed a community of congregations that coexist and cooperate on this campus by relating to a set of common core values and mission.
5. Have formed a vocationally based ministerial training system that prepares people for effective church leadership in our times.
6. Have eliminated all financial indebtedness and become debt free.