



Making Fully Devoted Followers of Jesus Christ

2008 - 2015

**Strategic Direction for
First Presbyterian Church of Tulsa**

Approved by Session on August 26, 2008

Vision/Mission

“Called to make fully-devoted followers
of Jesus Christ

Inwardly Strong; Outwardly Focused”

- adopted by the Session March 2008

We seek to do this by:

- 1) Reaching** – *Connect authentically with those who are uninvolved or uncommitted to Christ and his church. Bring people to a decision for Christ.*
- 2) Growing** – *Embrace discipleship in Christ through the Word, prayer, worship, and community.*
- 3) Sending** – *Deploy ourselves in service with Christ. Disciple others in mission and ministry to the world.*

➤ **What Does It Mean To Be Fully Devoted Followers?**

- **Six marks of a disciple**
 - **A heart for Christ alone**
 - **A mind transformed by the Word**
 - **Arms of Love**
 - **Knees for Prayer**
 - **A voice to speak the Good News**
 - **A spirit of servanthood and stewardship**

(by Glenn McDonald, "The Disciple Making Church")

➤ **What Does It Mean To Be “Inwardly Strong”?**

- A deepening love for the Triune God and His purposes in the world
- A heart for the Body of Christ, the community of His church
- A desire for discipleship in Christ and for discipling others in His name
- A yearning for Biblical literacy, trained in interpretation, obedient to the authority of the Word
- A love for authentic relationships, connected and encouraging growth in faith
- An attitude where prayer undergirds everything
- The pursuit of a “fruitful life”, marked by the fruit of the Spirit
- A growing heart for others and engagement in serving their needs
- A sense of generosity, giving freely according to Scriptures – of time, talent, treasure
- Families focused on growing spiritually, worshipping together, and gaining spiritual balance
- Disciples are equipped for the Lord’s service

➤ What Does It Mean To Be “Outwardly Focused”?

- A growing missional mindset, looking strategically outside FPC for witness and service according to the teachings of Jesus
- A growing sense of *deployment, in every field* --into service with Christ
- A keen desire to draw those close to us into that same service – family, friends, colleagues, neighbors
- An unfolding *discipling* ministry –especially for extending the presence of Christ into the community
- A strategy designed to get into the marketplace to invite, encourage and equip those who serve in positions of leadership within the community
- A heartfelt extension of Christ’s care to those who are ill, grieving, homebound, or hurting
- A strategic linking with community partners in seeking to help the vulnerable, the homeless, the at-risk...
- A desire to maximize our location in reaching out and serving those who work, live, or visit downtown
- A development of “Jesus Eyes” that see and respond to those trapped by fear, poverty, sickness, hunger, or addictions

→ Strategic Objectives 2008-2015

Reach

1. Equip and engage members as “fishers of men and women” in their neighborhoods, workplaces, community, and throughout the world
2. Reach the “Next Generation”
3. Become an inviting congregation known for warmth and hospitality
4. Help individuals encounter Christ through camping and retreat experiences

Grow

1. Foster efforts to be a praying congregation
2. Nurture spiritual growth, discipleship, and a deepening Christian community
3. Deepen Biblical literacy
4. Encourage families to grow together spiritually
5. Win our children and youth for Christ and for his service in the world

Send

1. Send out disciples to be the presence of Christ to those in need
2. Establish a “base camp” for FPC’s local and regional mission efforts
3. Cultivate global mission partnerships
4. Become a sending and teaching congregation

Enable His Work

Staff

1. Address ongoing staffing resources in conjunction with new and /or changing ministries and programs

Technology

1. Use technology to make ‘smart classrooms’
2. Stay abreast of new technology and apply it for outreach purposes
3. Improve the sound systems for all worship services
4. Advance the technological capabilities of the contemporary worship services

Facilities Master Plan

1. Renovate and expand the church facility
2. Acquire Powerhouse Gym for next gen and youth activities
3. Commit the Bernsen Bldg to Mission & Outreach
4. Address parking
5. Improve security, way finding, and accessibility

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1. Conduct a capital campaign that funds the facility improvements and expansion
2. Expand the mission endowment
3. Increase the building maintenance fund

➤ **Reach** (“Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age.” Matthew 28:19-20)

| Strategic Objective | Initiatives |
|---|---|
| <p>Equip and engage members as “fishers of men and women” in their neighborhoods, workplaces, community, and throughout the world</p> | <ul style="list-style-type: none"> ➤ Downtown: Share Christ with those working, living, or visiting downtown Tulsa. Pursue urban evangelism - establish studies, small group lunchtime gatherings, special celebrations and the like, designed to grow faith and friendships. ➤ Throughout the Tulsa community: Invite the un-churched and de-churched to small groups throughout the community. Create additional home-based small groups, satellite classes, study groups, pastoral care groups, and workshops to intentionally reach these individuals on their own turf. ➤ Explore ways to partner in outreach with Agape Bible Fellowship or another local congregation whose demographic is different from ours. ➤ Regional: Enhance our television ministry so that more lives might be touched by the Holy Spirit; consider taking a rebroadcast time and use it for teaching or for an “open forum” hour. ➤ Worldwide: Employ advanced technology to share the good news of Christ via podcasts, webcasts, videos, and our website. ➤ Via Worship: Expand the 9:30 contemporary worship service as an entry point for individuals drawn to hearing the gospel in a fresh way and in a casual, technologically advanced atmosphere. ➤ Via Music: Explore ways of touching hearts for Christ through the gentle power of music. This might be accomplished by growing music ministries, traveling locally and regionally with the choirs or a drama team, or taking a music related mission trip. |

➤ **Reach** (“Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age.” Matthew 28:19-20)

| Strategic Objective | Initiatives |
|---|--|
| Reach the “Next Generation” | <ul style="list-style-type: none"> ➤ Establish new “20 & 30 - somethings” faith and fellowship groups; connect young adults to the larger congregation via small-group ministries, fellowship opportunities, pre-marital counseling, and mission. ➤ Develop a sustainable college ministry/outreach between First Church and nearby universities. ➤ Consider an alternative worship service designed to reach 18-35 year olds. This includes un-churched, de-churched, and our own members who are still not connected. ➤ Employ nursery and pre-school ministries to draw in and encourage young couples as Christ based parents. |
| Become an “inviting” congregation known for warmth and hospitality | <ul style="list-style-type: none"> ➤ Cultivate the “joy of asking” in every group; inviting new friends, neighbors, and acquaintances to join the church. ➤ Strengthen home-based gatherings as an avenue to invite people to come to know Jesus Christ through fellowship. ➤ Enfold visitors and guests into our Christian community so they feel they belong here. ➤ Enable new members to employ their gifts and talents within the life of the church. |
| Help individuals encounter Christ through camping and retreat experiences | <ul style="list-style-type: none"> ➤ Encourage camping and retreat experiences for FPC members and friends. ➤ Organize community-wide outreach events (concert, picnic, etc...) and publicize FPC events (Bluegrass & Barbeque, Thanksgiving dinner, Easter sunrise service, etc..) to the broader community. ➤ Utilize Camp Loughridge for individual spiritual development. ➤ Assist and support Camp Loughridge leadership and ministries. |

➤ **Grow** (“I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing.” John 15:5)

| Strategic Objective | Initiatives |
|--|--|
| <p>Foster efforts to be a praying congregation</p> | <ul style="list-style-type: none"> ➤ Help people settle into the practice of communicating with God through prayer. Provide classes, retreats, materials and tools that assist them with their discipline. ➤ Surround pastors, staff, members, youth/children, homebound members, visitors, friends, and church leadership in prayer. Lift up our mission endeavors, worship services, ministries, and pastoral care efforts in prayer as well. ➤ Commit to pray for each others’ healing during regular Healing and Wholeness services or while visiting those in the hospital or who are homebound. ➤ Magnify prayer ministries, prayer retreats, prayer vigils, and the use of prayer room/s. |
| <p>Nurture spiritual growth, discipleship, and a deepening Christian community</p> | <ul style="list-style-type: none"> ➤ Encourage a deepening Christian community through small group ministries, Men’s Ministry, and Women’s Ministry. ➤ Emphasize experiences such as Cursillo, spiritual pilgrimages, Alpha, and mission trips. ➤ Provide “connecting points” between age groups, especially youth and adults. ➤ Make better use of “rites of passage” in growing faith and friendships (baptism, marriage, confirmation, etc.). ➤ Establish new member <i>Pathway to Faithfulness</i>; provide clear track (First Friends, Alpha, Bible 101, etc...). ➤ Cultivate members’ hunger for exploring their faith and learning more about God through Sunday morning classes and gatherings, weekday study offerings, and special annual events such as the Celebration of Faith. ➤ Grow generous hearts that willingly give of their time, energy, talent, and resources. |

➤ **Grow** (“I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing.” John 15:5)

| Strategic Objective | Initiatives |
|--|--|
| Deepen Biblical literacy | <ul style="list-style-type: none"> ➤ Establish core biblical curriculum for all ages. ➤ Provide a pathway toward biblical literacy, Bible 101 – Advanced. ➤ Encourage and develop <i>Word, Share, Prayer</i> amid groups. |
| Encourage families to grow together spiritually | <ul style="list-style-type: none"> ➤ Enhance families’ ability to worship together. ➤ Find or create materials that parents can use in home based ministry efforts with their children. ➤ Explore the possibility of linking children and youth education activities to parents’ Christian education. ➤ Launch a series of events that enable families to engage in hands-on Christian community service together. ➤ Consider establishment of a FPC “Parenting Academy” that provides in-depth Christian teaching and resources for every stage of parenting (new parents to “parenting our parents”). |
| Win our children and youth for Christ and for his service in the world | <ul style="list-style-type: none"> ➤ Provide appealing, welcoming community for children and young people. ➤ Grow students’ love of the gospel. ➤ Provide solid teaching in the historic Christian faith. ➤ Prepare students to address cultural issues biblically. ➤ Develop connections to mentors and older Christians. ➤ Expand life groups. ➤ Continue developing young leaders through the rich heritage of Boy Scouts Troop 1. |

➤ **Send** (“Then the righteous will answer him, “Lord when was it that we saw you hungry and gave you food, or thirsty and gave you something to drink? And when was it that we saw you a stranger and welcomed you, or naked and gave you clothing? And when was it that we saw you sick or in prison and visited you?” And the king will answer them, “Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me.” Matthew 25:37-40)

| Strategic Objective | Initiatives |
|---|---|
| <p>Send out disciples to be the presence of Christ to those in need</p> | <ul style="list-style-type: none"> ➤ Help those in need by developing a broad-ranging, systemic care ministry that includes: domestic violence education and support, marriage support networks, divorce recovery networks, Cancer ministry, grief ministry, telecare ministry, etc... ➤ Deepen care for our congregation via Stephen Ministry, hospital chaplains, Deacons’ Day of Care, homebound visitations, Christ-in-Action , transportation ministry, First Responders, etc. ➤ Converse with other downtown churches about potential joint mission efforts. ➤ Continue to explore ministries of tranformation such as: <ul style="list-style-type: none"> - Supportive housing for homeless women and their children - Celebrate Recovery |
| <p>Establish a “base camp” for FPC’s local and regional mission efforts</p> | <ul style="list-style-type: none"> ➤ Impact the lives of at-risk people by freeing up space in the Bernsen Building for dedicated service agencies. Focus its identity as a Community Life Center. ➤ Become an incubator for new congregations ➤ Consider building a Habitat for Humanity house every year ➤ Recruit and train disciples to serve in FPC’s Tulsa County Jail Ministry and Kairos Prison Ministry thus sharing the love of Jesus Christ with those imprisoned ➤ Attract volunteers to work with Helping Hand, Alcott School and other urban ministries ➤ Investigate where the Holy Spirit is leading First Church in regional mission efforts such as Goodland Boys Home, Dwight Mission, small EOP churches, etc... |

➤ **Send** (“Then the righteous will answer him, “Lord when did we see you hungry and feed you, or thirsty and give you something to drink? When did we see you a stranger and invite you in, or needing clothes and clothe you? When did we see you sick or in prison and go to visit you?” The King will reply, “I tell you the truth, whatever you did for one of the least of these brothers of mine, you did for me.”” Matthew 25:37-40)

| Strategic Objective | Initiatives |
|--|---|
| Cultivate global mission partnerships | <ul style="list-style-type: none"> ➤ Deepen FPC’s engagement in serving the common good in Jesus’ name. ➤ Influence adults and young people to employ their time and talent to serving brothers and sisters across the globe. ➤ Strengthen partnerships in Romania, Malawi, Valladolid, and Mexico. Give funds to support their efforts. ➤ Pray about and be open to how God would have us respond to global needs. ➤ Listen for God’s direction regarding adopting an unreached people group. |
| Become a sending and teaching congregation | <ul style="list-style-type: none"> ➤ Shepherd future pastors by becoming a Pastoral Residency congregation. ➤ Prepare, commission, and support missionaries that we have sent out for short or long term assignments. ➤ Develop Christian leaders that will positively impact the church, the marketplace, the community, and the mission field for Christ’s sake. ➤ Vigorously uphold the historic witness of the church within the PCUSA. |

➤ **Enable His Work**

| Resource | Initiatives |
|------------|--|
| Staff | <ul style="list-style-type: none"> ➤ Address ongoing staffing resources in conjunction with new and/or changing ministries and programs. |
| Technology | <ul style="list-style-type: none"> ➤ Use technology to make smart classrooms. ➤ Stay abreast of new technology and apply it for outreach purposes. ➤ Improve the sound systems in all worship services. ➤ Advance the technological capabilities of the contemporary worship services. |
| Facilities | <ul style="list-style-type: none"> ➤ Renovate and expand the church facility. Primary elements of the Master Facility Plan include: <ul style="list-style-type: none"> ○ Renovation of the main church building which includes improved space for: nursery, children, music ministries, reception area, Boy Scouts, kitchen, storage, and circulation throughout the main building ○ Addition of smart classrooms and meeting rooms ○ Increased office space ○ Multi-purpose worship center that is street level ○ Prominent entry feature, welcome center, and circulation on the East side ➤ Acquire Powerhouse Gym and create single purpose all-embracing youth center ➤ Free up space in the Bernsen Building for additional mission and outreach endeavors ➤ Address parking issues – near and long term ➤ Improve security, way finding, and accessibility <p style="text-align: center;">(Note: For details, please see the Master Facility Plan prepared by Cyntergy.)</p> |

→ **Enable His Work**

| Resource | Initiatives |
|-----------|---|
| Financial | <ul style="list-style-type: none">➤ Decide upon a capital campaign to raise the needed funds to execute the master facility plan.➤ Strategically grow mission endowment.➤ Increase the building maintenance fund. |

Success Factors

1. Ongoing discernment of First Church's priorities
2. Committed leadership
3. Increased member engagement in the life of the church
4. Involvement of a wider cross section of age groups
5. Communication throughout the congregation and community
6. New member recruitment and assimilation
7. A focus on discipleship rather than just ABCs (attendance, buildings, cash)
8. Identifying, gathering, and allocating necessary resources for the future direction
9. Ongoing management of resources
10. Overcoming IT limitations
11. Understanding and addressing concerns about the state of the larger Presbyterian Church and how that might impact FPC's future plans

Next Steps

- Communications Committee will use the strategic plan to assist them in building messages for the capital campaign
- Pastors and staff will discuss revised strategic plan
- Strategic Planning Committee will submit the revised plan to Session Council, Session, and the Capital Campaign Team
- Session will vote on the strategic direction during the August meeting
- Strategic Planning Committee will forward a copy of the plan to the Focus Group, Deacons, and Trustees
- Communication strategy will commence
- The strategic plan will be translated into an action plan with goals, measures, and accountability included
- Each year the Strategic Planning Committee will lead an effort to review and revise the plan with session

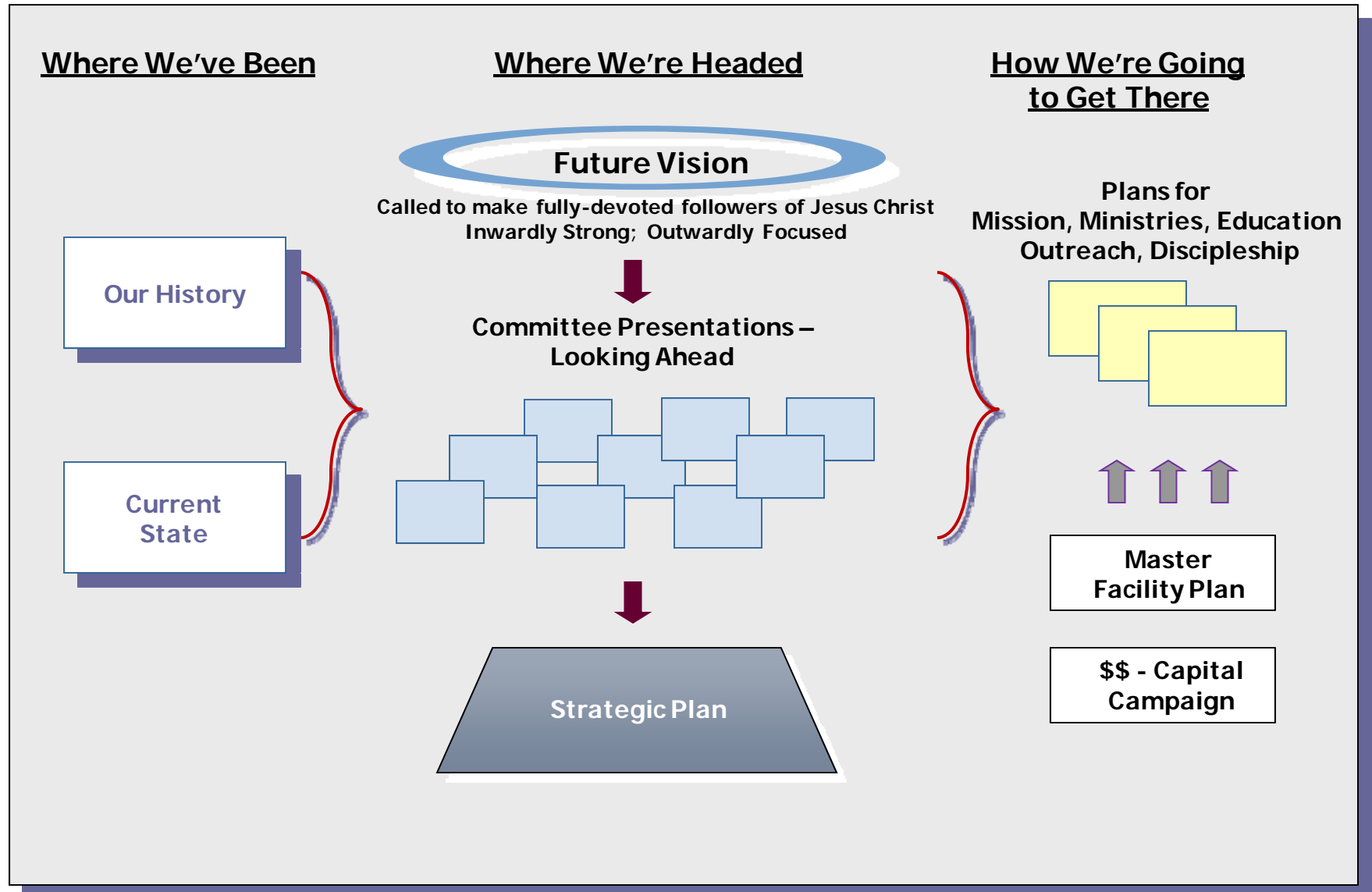


Appendix

Strategic Planning Committee 2008

- Jim Miller – Pastoral Sponsor
- Bobby Pielsticker – Chair
- Steve Caldwell
- Jim Hawkins
- Elaine Horkey
- Bill Lohrey
- Bob McCay
- Duff Points
- Julie Rowland
- Charlie Stephenson
- Peggy Stephenson
- Jim Turner – Cyntergy

Strategic Planning Methodology



Where We've Been – Past Strengths

- ◆ First Presbyterian Church History
 - Leader in the community
 - Strong pastoral leadership
 - Music ministry
 - Bernsen Community Life Center
 - Instrumental in establishing the following
 1. University of Tulsa
 2. Camp Loughridge
 3. Inverness Retirement Village
 4. Tulsa Urban Ministry
 5. Tulsa Boys Home
 6. Boy Scouts – Troop 1
 7. Outreach: Helping Hands, Meals on Wheels, Margaret Hudson.....

Where We Are – Current Strengths

- Worship / excellent preaching of the word
- Strong theological stand
- Pastors and staff
- Lay leadership
- Adult nurturing – Sunday School, Academy of Faith, etc...
- Children and youth ministries
- College outreach
- Mission – global and local
- Music ministry
- Pastoral Care – Guild of Intercessors, Stephen Ministers, Home Communion, etc..
- Television ministry
- Support of Agape Bible Fellowship
- Beautiful, downtown facilities
- Resources available to support ministries