

REEDY RIVER BAPTIST ASSOCIATION STRATEGIC PLANNING WORKSHOP

Session 1
January 28, 2023



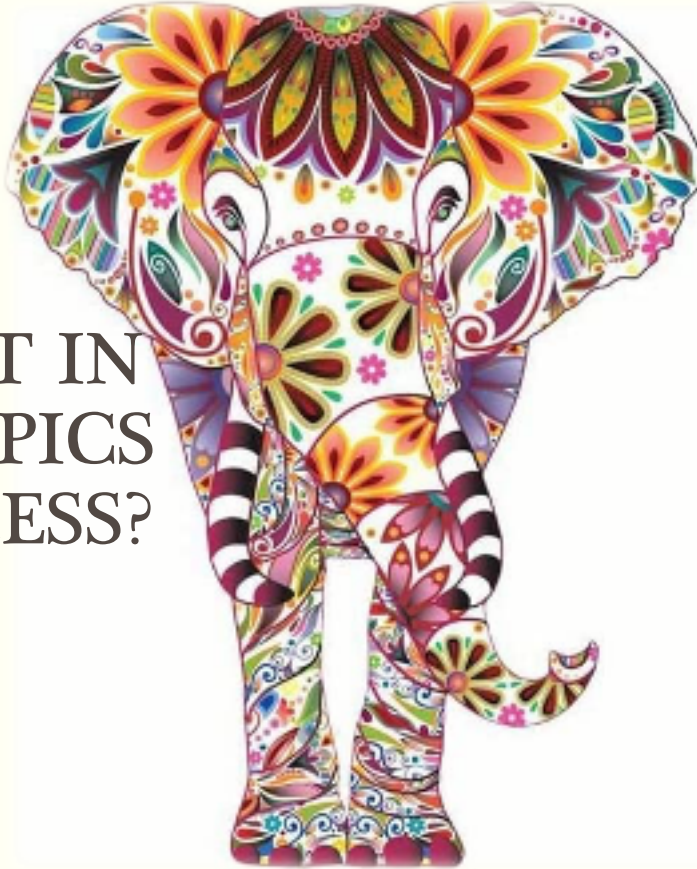
Facilitators: David C. Mitchell, Talent Management Solutions
Staci J. Duncan, Strategic Visions Consulting

OBJECTIVES: SESSION 1



- ☐ Intro and Workshop Purpose
- ☐ SWOT Analysis
 - Define Strengths, Weaknesses, Opportunities and Threats
- ☐ Next Steps
 - Decision on Session II date and location

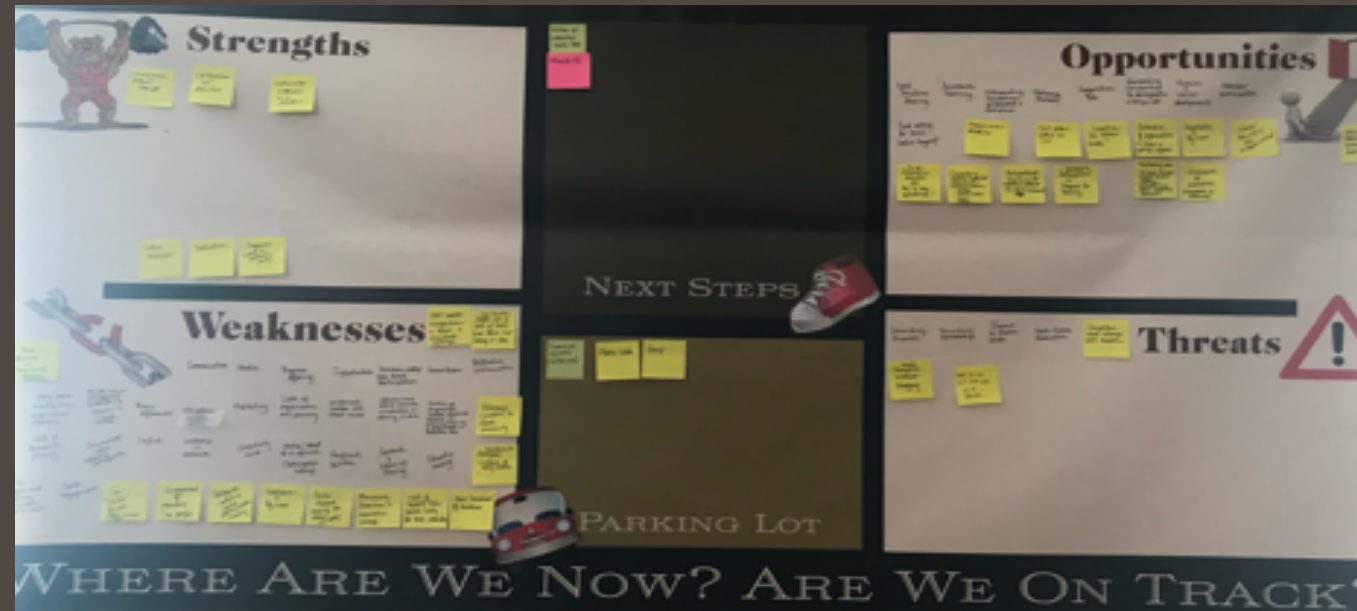
WHAT IS THE ELEPHANT IN THE ROOM? WHICH TOPICS ARE HINDERING PROGRESS?



- ☐ People striving for power
- ☐ Lack of communication
- ☐ Lack of commitment
- ☐ Lack of funding
- ☐ What is the role of women in leadership and positions?
- ☐ Is the association relevant today?
- ☐ Lack of pastor interest and/or involvement and negative impact to church members
- ☐ Conflict
- ☐ Leadership I.e Moderator
- ☐ Uninformed leaders with closed minds
- ☐ Association effectiveness stifled because no planning or evaluation is done
- ☐ Lack of executive director(paid)
- ☐ Lack of support from parent body for auxiliaries
- ☐ No youth involvement/attendance
- ☐ Favoritism in selecting leaders
- ☐ Unfaithful people being utilized
- ☐ Manager versus Leader mentality
- ☐ Nothing being done about concerns
- ☐ Election of unqualified leaders which are recycled
- ☐ Young people not recruited or trained to assume positions
- ☐ Martin Webb not being taken care of by 3 associations(facility)

SWOT ANALYSIS

Strengths, Weaknesses, Opportunities, Threats



WHAT ARE OUR STRENGTHS AS AN ORGANIZATION?



- Ordination of Ministers
- Conflict mediation
- Dedication
- Performance/Excellence in Programs
- Collective strength in numbers
- Intentional about change

- ☐ Constitution & Bylaws
- ☐ Pastor support missing for ushers
- ☐ Minimizing favoritism in nomination People not part of Association however serving in leadership positions/roles
- ☐ Lack of support from parent body for auxiliary committees
- ☐ Resistance to changes
- ☐ Not enough young people included in Association
- ☐ Lack of relevance to current church communities
- ☐ Fellowship missing
- ☐ New "movement" of churches not on alignment with Baptist Church
- ☐ Lack of new pastor recognition in Association & connected meetings

WHICH WEAKNESSES ARE PRESENT?



- ☐ Bias Deacon vs. Deaconesses
- ☐ Young people missing from organization/leadership
- ☐ Lack of succession planning
- ☐ No organized meeting structure (voting:use of delegates)
- ☐ Theory differences
- ☐ Interpersonal issues affecting participation
- ☐ Pastor engagement (too much and too little)
- ☐ Vetting process broken(pastor's)
- ☐ Conflict
- ☐ Lack of accountability(moderator, auxiliaries, ...)
- ☐ Lack of utilization and engagement of church members
- ☐ Delegate(adult, youth) participation missing
- ☐ Leadership(Moderator)
- ☐ Lack of Communication
- ☐ Media for communication limited
- ☐ Lack of marketing
- ☐ Program offering
- ☐ Connectivity issues (church families)
- ☐ Lack of utilization(pastors, members, women, deacons...)
- ☐ Lack of organization and planning
- ☐ Participation lacking(looked at as optional)
- ☐ Limited infrastructure (mission, vision, constitution, bylaws)
- ☐ Complacency (no action)
- ☐ Lacking decision maker and auxiliary head participation
- ☐ Favoritism; favoritism in nomination process
- ☐ Uninformed leaders with closed minds
- ☐ Feedback and follow through missing

WHICH OPPORTUNITIES ARE ENABLERS FOR FUTURE SUCCESS?



- ☐ Best practice sharing
- ☐ Succession planning
- ☐ Onboarding process with guidelines/schedule/champions
- ☐ Welcome kit/basket
- ☐ Suggestion box
- ☐ Development of mission and vision
- ☐ Increasing member engagement and participation
- ☐ Diversifying membership to include more participants under the age of 55
- ☐ Revamping and Optimizing Constitution and Bylaws
- ☐ Appreciation for ushers/auxiliaries
- ☐ Define relevance of Association and current community needs
- ☐ Market our successes and what services we offer
- ☐ Communication methods and media changes/upgrades (written, social media, phone, email....)
- ☐ Utilize quarterly sessions for business and not for church services
- ☐ Expose customers to available programs and training
- ☐ Maintaining Baptist footprint(name, church theology, participation in Association
- ☐ Increasing participation in Congress for leadership training
- ☐ Antiquated training for leadership positions (ex. Deacon vs Deaconess role
- ☐ Defining current intention for Martin Webb
- ☐ Paid executive director for day to day operations
- ☐ Set goals / targets for 2023+
- ☐ Explore relevance of organization. What are current needs?

ARE THERE THREATS TO OUR SUCCESS?



- Prayerful thing will change without action
- Diminishing finances
- Diminishing memberships
- Negative impact to Martin Webb
- North Enoree Association
- What's in it for us as a church? Individual ?
- Want/Need for change without changing
- No confidence that Association will make required changes

NEXT STEPS:



- Follow-up workshop planned tentatively for March 18, 2023, Antioch Baptist Church 10am to 12 noon.
- Action: Brainstorming with proposal of solutions for weaknesses and opportunities which can be presented at next quarterly meeting

Questions about this workshop? Need additional information about services offered? Contact David Mitchell at 864 363 3409 or David.Mitchell@tmsco.net