

2011

# Community Ministries Strategic Planning Document



Associate Director

Waco Regional Baptist Association

3/29/2011

# 2011 Collegiate Ministry Strategic Plan<sup>1</sup>

## 1. Churches transformed through involvement with college students.

- a. Raise awareness (interest meeting in May '11)
  - i. Speak at Pastor's luncheon
  - ii. Strategic contacts w/ churches that could be interested by May '11
- b. Training of Churches in July '11
- c. Churches doing ministry
  - i. Two per campus by December '11

## 2. Student lives transformed through involvement with local churches.

- a. Students having deeper connections to the local church.
- b. Variety of on-campus ministries.
  - i. Including but not excluding
    1. Bible Studies
    2. Outreach
    3. Mission trips
    4. Conferences
    5. Physical needs met

## 3. Employ a coordinator for ministry at McLennan County Community College and Texas State Technical College.

- a. Target Date for employing by July '11
- b. Job Description<sup>2</sup>
- c. Monthly Supervision by Task Force throughout 2011.

*It is the responsibility of the Waco Regional Baptist Association to ensure the continuity of collegiate ministry through Baptist churches on the campuses of MCC and TSTC.*

*The Waco Regional Baptist Association is a voluntary network of Baptist churches in Central Texas who have chosen to cooperate in order to extend and embody the good news of Jesus Christ.*

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<sup>1</sup> Goals will be monitored regularly and adjusted as needed.

<sup>2</sup> See attached description.

## **Coordinator Job Description**

*of McLennan Community College*  
Baptist Student Ministries

The job of Coordinator of Baptist Student Ministries (BSM) at McLennan Community College (MCC) will exist as a part-time position funded in the manner of a stipend through the budget of the Waco Regional Baptist Association. The coordinator will be considered a part-time staff member of WRBA and will be governed by the policies and procedures as outlined in the personnel handbook. The person assuming the role should be active in and connected to ministry and Baptist life in the greater Waco area as connections and familiarity with local churches will be essential. The coordinator will not function as a traditional BSM director in the sense that he/she will be a singular pastoral minister; in contrast, the coordinator will function more as a connection between the local churches and MCC with the purpose of enabling them to minister to the student population. This person will maintain connections with students and student leaders in order to understand the situation and needs of the student population giving him/her insight into ministry. Furthermore, this person will maintain necessary connections with collegiate staff and faculty in order to maintain an official presence on the campus as well as retain access to available College resources. The coordinator will then use this insight and access to connect local churches to specific needs and ministry opportunities existent at McLennan Community College.

The role of churches is to be the true ministers at MCC. The coordinator should strive to get churches to commit to long-term adoptions (a least one year optimally) of specific ministry opportunities. The coordinator should use his/her knowledge of local church bodies to identify and approach churches that are "good fits" for specific opportunities at MCC. This will be the primary purpose of the coordinator: to identify specific ministry opportunities at McLennan Community College and then seek out and connect churches to fill those slots. The churches are to be encouraged to see their role at MCC as student ministers and not simply facilitators. The BSM coordinator will be assisting Churches rather than the Churches assisting the coordinator. The coordinator is not expected to attend all BSM ministries performed by churches. However, the coordinator is required to be a presence among the student group and is encouraged to visit ministries regularly to make his/her availability felt as well as evaluate progress and effectiveness of the BSM's efforts.

The coordinator is to be overseen by the Collegiate Ministry Task Force of the Waco Regional Baptist Association as well as maintain regular contact with either the Associate Director of the association or, alternatively, the Director. Furthermore, the coordinator should maintain good standing and membership with a local Baptist church affiliated with the Waco Regional Baptist Association.

## **Break Down of Coordinator Responsibility**

*(as written in above paragraph)*

- Participate in Greater Waco Baptist life.
- Maintain good relationship with campus faculty and staff.
- Identify specific campus needs and ministries
- Find and connect Churches able to fill those needs.
- Facilitate necessary training for those Churches.
- Be a regular presence at those ministries.
- Utilize the available WRBA communications channels (Web site, email updates & newsletters, Facebook etc.) to communicate the progress and the needs of the work.

### **Traits:**

- Strong, vibrant faith
- A mission's heart
- Flexibility and adaptability
- Willingness to learn
- An active member of a local Baptist church affiliated with the Waco Regional Baptist Association, with knowledge of Baptist polity and church life

**Benefits:** As outlined in the Waco Regional Baptist Association's Personnel Policy Manual

### **Other Conditions:**

**The (name of the particular position) will be responsible to understand and to abide by the personnel policies of the WRBA.**

**EMPLOYMENT AT WILL:** Employee and Employer agree that Employee is an at will employee of Employer; that the term of Employee's employment with Employer is for an indefinite period of time; and that Employer may terminate Employee at any time, with or without cause and Employee may terminate his or her employment with Employer at any time, with or without cause.

**TERM OF AGREEMENT:** The term of employment shall be from the Effective Date to such date as this Contract is terminated in accordance with the Termination policies of the WRBA.

## **Coordinator Job Description**

*of Texas State Technical College*  
Baptist Student Ministries

The job of Coordinator of Baptist Student Ministries (BSM) at Texas State Technical College (TSTC) will exist as a part-time position funded in the manner of a stipend through the budget of the Waco Regional Baptist Association. The coordinator will be considered a part-time staff member of WRBA and will be governed by the policies and procedures as outlined in the personnel handbook. The person assuming the role should be active in and connected to ministry and Baptist life in the greater Waco area as connections and familiarity with local churches will be essential. The coordinator will not function as a traditional BSM director in the sense that he/she will be a singular pastoral minister; in contrast, the coordinator will function more as a connection between the local churches and TSTC with the purpose of enabling them to minister to the student population. This person will maintain connections with students and student leaders in order to understand the situation and needs of the student population giving him/her insight into ministry. Furthermore, this person will maintain necessary connections with collegiate staff and faculty in order to maintain an official presence on the campus as well as retain access to available College resources. The coordinator will then use this insight and access to connect local churches to specific needs and ministry opportunities existent at Texas State Technical College.

The role of churches is to be the true ministers at TSTC. The coordinator should strive to get churches to commit to long-term adoptions (a least one year optimally) of specific ministry opportunities. The coordinator should use his/her knowledge of local church bodies to identify and approach churches that are "good fits" for specific opportunities at TSTC. This will be the primary purpose of the coordinator: to identify specific ministry opportunities at Texas State Technical College and then seek out and connect churches to fill those slots. The churches are to be encouraged to see their role at TSTC as student ministers and not simply facilitators. The BSM coordinator will be assisting Churches rather than the Churches assisting the coordinator. The coordinator is not expected to attend all BSM ministries performed by churches. However, the coordinator is required to be a presence among the student group and is encouraged to visit ministries regularly to make his/her availability felt as well as evaluate progress and effectiveness of the BSM's efforts.

The coordinator is to be overseen by the Collegiate Ministry Task Force of the Waco Regional Baptist Association as well as maintain regular contact with either the Associate Director of the association or, alternatively, the Director. Furthermore, the coordinator should maintain good standing and membership with a local Baptist church affiliated with the Waco Regional Baptist Association.

## **Break Down of Coordinator Responsibility**

*(as written in above paragraph)*

- Participate in Greater Waco Baptist life.
- Maintain good relationship with campus faculty and staff.
- Identify specific campus needs and ministries
- Find and connect Churches able to fill those needs.
- Facilitate necessary training for those Churches.
- Be a regular presence at those ministries.
- Utilize the available WRBA communications channels (Web site, email updates & newsletters, Facebook etc.) to communicate the progress and the needs of the work.

### **Traits:**

- Strong, vibrant faith
- A mission's heart
- Flexibility and adaptability
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# Collegiate Task Force Job Description

## Purpose Statement:

Joining God as He transforms the lives of college students through life on life involvement from the local church.

## Duties and Responsibilities:

- I. Report to and gain input from the Community Ministries Task Force, Waco Regional Baptist Association Executive Board, Executive Director, and Associate Director.
- II. Network with the larger collegiate ministry community.
  - a. Local churches/collegiate ministries
  - b. State level collegiate ministries
    - i. Church
    - ii. Para-church
    - iii. Events
  - c. National and international level collegiate ministries
    - i. Church
    - ii. Para-church
    - iii. Events
- III. Monthly supervision of coordinator(s) for MCC and TSTC campus ministry.
  - a. Rotating and regular meetings of Task Force member(s) with the Coordinator(s).
    - i. Accountability
    - ii. Mentoring
    - iii. Ministry assistance and guidance
  - b. Rotating and regular presence of Task Force members at campus ministry happenings whether coordinator or local church driven.
  - c. Collaborative evaluation of the Collegiate Ministry Plan.

# 2011 Hunger Ministry Task Force Strategic Plan

## **Purpose Statement of WRBA Hunger Task Force:**

The Hunger Ministries Task Force of the Community Ministries Team serves the Waco Regional Baptist Association by assisting with the promotion, planning, and evaluation of hunger ministries coordinated by the WRBA and by exploring additional opportunities for service as they develop, particularly related to hunger and hunger awareness. This is done by gaining perspective from the Texas Hunger Initiative, the McLennan County Hunger Coalition, Baylor University School of Social Work, and Baylor University Center for Family & Community Ministries. We seek to raise awareness among WRBA churches of resources available to individuals seeking assistance on community, state, and federal levels.

## **Responsibilities of the Hunger Task Force:**

1. Link WRBA churches for greater ministry opportunity and impact through the various community ministries—particularly those related to hunger—of the WRBA.
2. Procure and coordinate volunteer and financial resources for the hunger ministries of the WRBA.
3. Discover opportunities, promote special events, and oversee on-going ministry programs as directed by the Association.

## **Recommendations:**

- 1. It is our assessment that there is no need to create another large food ministry within Waco for the following reasons:**
  - It would take valuable resources away from current food ministries.
  - Our effort would be greatly enhanced if we came alongside of the existing collaboration to provide food for ministries in need of assistance.
- 2. We recommend that the Association funnel resources in the following ways:**
  - Host a Baylor School of Social Work intern to coordinate WRBA church and community ministry efforts with other city-wide efforts and amongst other churches in the Association.
  - Become directly connected to/collaborate with the Food Planning Association Task Force and the coordinator they hire.

## **WRBA Hunger Ministries Intern Job Expectations:**

- Serve as WRBA representative and collaborate with community efforts around hunger (attend coalition meetings, maintain connection with local pantries/ministries, serve as liaison for these efforts to Association-affiliates, basically be “in the know” regarding community ministry in the Waco area)
- Coordinate our financial and volunteer assets to assist area-wide food ministries
- Provide networking solutions for WRBA churches to meet specific needs within our region of influence
- Assist WRBA churches in underserved areas who desire to develop/adequately maintain food ministries through:
  - o Assessment and evaluation of needs/assets in their specific area
  - o Volunteer training
  - o Connecting churches with food/hunger ministry-related resources in their area
- Develop resources for/educate WRBA churches to include:
  - o Offering training seminars on benevolence and community ministry as needed/appropriate
  - o Relaying policy changes for federal and state programs
  - o Provide an updated resource guide for church secretaries/benevolence coordinators to offer assistance to clients in need
- Utilize the available WRBA communications channels (Web site, email updates & newsletters, Facebook etc.) to communicate the progress and the needs of the work.

### **Traits:**

- Strong, vibrant faith
- A mission’s heart
- Flexibility and adaptability
- Willingness to learn
- An active member of a local Baptist church with knowledge of Baptist polity and church life

**Benefits:** As outlined in the Waco Regional Baptist Association’s Personnel Policy Manual

### **Other Conditions:**

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# 2011 Restorative Justice Task Force Strategic Plan

## **1. Raise awareness among WRBA churches of the enormous potential and significant role of individuals and communities of faith in addressing crime and justice issues in our communities.**

- This will encourage greater mobilization and coordination of new and existing faith-based resources to implement more effectively all aspects of restorative justice.
- Conduct a Restorative Justice Symposium on May 7, 2011. The Symposium will be jointly sponsored by WRBA, Baylor's Institute for Studies in Religion, Baylor's Center for Ministry Effectiveness, and the Restorative Justice Network of North America.
- Conduct a follow-up and enlarged two-day training conference on September 30-October 1, 2011.

## **2. Conduct a feasibility study to consider the need for and possibility of establishing an intermediary 501(c)3 in McLennan County for the purpose of coordinating efforts in restorative justice.**

- An appropriate model to consider is that of the Cornerstone Assistance Network in Fort Worth ([www.canetwork.org](http://www.canetwork.org)).
- The study is to be concluded by December of 2011.

## **3. Enhance efforts through the Jail Ministry of McLennan County.**

- Employ a part-time coordinator for the Jail Ministry of McLennan County (see attached job description).
- The coordinator should be employed by the early summer months of 2011.

## **4. Participate at an increased level in community discussions related to restorative justice.**

- This would include participation in several informal "think tanks" that meet on a regular basis in Waco.
- This would include conversations with chaplains and criminal justice officials in McLennan County and surrounding areas.
- These will be ongoing discussions with no target date for concluding.

# **Restorative Justice Task Force Job Description**

## **Purpose Statement:**

Encourage greater mobilization and coordination of new and existing faith-based resources to implement more effectively all aspects of restorative justice in McLennan County and surrounding areas.

## **Duties and Responsibilities:**

- I. Report to and gain input from the Community Ministries Team, Waco Regional Baptist Association Executive Board, Executive Director, and the Associate Director.
- II. Network with the larger community related to restorative justice issues.
  - a. Local churches
  - b. Community leaders
  - c. State and national agencies/entities
- III. Inform WRBA churches on issues and potential ministries related to restorative justice.
- IV. Supervise regularly the Coordinator for the Jail Ministry of McLennan County.
- V. Evaluate on an ongoing basis the Restorative Justice Strategic Plan.

## **Coordinator for the Jail Ministry of McLennan County Job Description:**

### **Responsibilities:**

1. Conduct and coordinate volunteers for weekly jail ministry at the Highway 6 McLennan Country jail.
  - This will involve personal participation on a weekly basis.
2. Maintain appropriate records on jail ministry volunteers.
3. Provide appropriate orientation and ongoing training for jail ministry volunteers.
4. Communicate regularly with the Associate Director, Director, and Restorative Justice Task Force of the Community Ministries Team concerning jail ministry activity and needs. This will include a monthly written report as well as a monthly meeting with the Associate Director.
5. Work with the WRBA financial secretary and Associate Director to procure Bibles/New Testaments for inmates.
6. Work cooperatively at all times with jail officials and respond immediately to any request or requirement made by jail officials.

7. Communicate to WRBA churches existing and potential opportunities for involvement in the Jail Ministry of McLennan County.
8. Utilize the available WRBA communications channels (Web site, email updates & newsletters, Facebook etc.) to communicate the progress and the needs of the work.

**Skills:**

- Computer competency in Microsoft Word, Excel, Access, Web Page, and other software programs
- Ability to meet general public and good communicative skills

**Traits:**

- Strong, vibrant faith
- A mission's heart
- Flexibility and adaptability
- Willingness to learn
- An active member of a local Baptist church affiliated with the Waco Regional Baptist Association, with knowledge of Baptist polity and church life

**Benefits:** As outlined in the Waco Regional Baptist Association's Personnel Policy Manual

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