

# “The ALIVE Strategy” – the FBC Long Range Plan

## The Great Commission

<sup>18</sup> Then Jesus came to them and said, “All authority in heaven and on earth has been given to me. <sup>19</sup> Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, <sup>20</sup> and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.”

Matthew 28:18-20 NIV 1984

## Core Values

- *Worship*  
Because we praise God as the Supreme Creator of our universe, thank Him for His immeasurable gift of grace through Jesus Christ our Savior, and love Him who first loved us, we desire to worship Him with our hearts, minds and souls in all that we say and do.
- *Prayer*  
Because God allows us free communication with Him in every circumstance, we desire to call on Him for repentance, confession, praise, and thanksgiving with a complete assurance that He will respond and having a willingness to listen and accept His perfect answer.
- *God’s Family / Relationships*  
Because our love of others should be second only to our love of God and because God holds a special place in His heart for the community of believers, we desire to foster an atmosphere that will nurture love and respect within all relationships as we work together to share God’s love, through Jesus, with the world.
- *Bible Knowledge*  
Because we believe the Bible is the divinely inspired word of God designed to teach us truth and draw us closer to Him, we desire to study the Scriptures diligently, on our own and together, careful always to seek God’s will through study of His word and obediently respond.
- *Mobilized Laity*  
Because God blesses each of us with unique gifts and provides us with opportunities to use these gifts for Him, we desire to seek ways to grow in Christ until we reach maturity and unity and stand firmly in the faith so we might share our gifts within the church, our community, and the world, realizing that no gift is too small when wholly dedicated to God.
- *Evangelism / World Missions and Discipleship*  
Because God gave us the Great Commission to take His message of love to all the world, and because we believe that Jesus is the only way to God, we desire to devote our time, talents, prayers, and resources to share Jesus with others in our community and the world regardless of race, nationality, age, wealth, or culture.

## DRAFT

### Mission Statement

**Alive** in the power of God!

*<sup>4</sup> But because of his great love for us, God, who is rich in mercy, <sup>5</sup> made us alive with Christ even when we were dead in transgressions—it is by grace you have been saved.*

*Ephesians 2:4-5 NIV 1984*

**A.L.I.V.E.** acronym

Adore God (Core Values “Worship” and “Prayer”)

Love all people (Core Value “God’s Family / Relationships”)

Invest in God’s work (Core Value “Mobilized Laity”)

Value God’s word (Core Value “Bible Knowledge”)

Expand God’s kingdom (Core Value “Evangelism / World Missions”)

### Vision Statement

**Focused on Christ** with a heart for people **to the Glory of God.**

- **10 Year Strategy**
- 1-5 Years (2016-2020)

#### Ministries / Missions

- Implement discipleship and outreach initiative into Sunday School (SS) / church ministries / missions. Develop non-traditional small groups and non-traditional meeting times / places as needed to Facilitate discipleship of people of various stages of life, backgrounds, vocations and relational situations (e.g. children, single, student, married, divorced, new parents, empty nesters, widowed, recovering from addiction, immigrant, etc.).. See **EMPHASIS- Discipleship and Outreach.**
- Monitor morning worship and SS time and attendance for expansion/reduction of worship times/schedules.
- Explore opportunities to grow current missions/ministries or create church plants.

#### Facilities

- Review and update the Church Facility Master Plan considering LRP survey results and goals.
- Implement portion(s) of the Church Facility Master Plan contingent upon items attendance/ space needs and debt reduction.

#### Leadership/ Administration

- Establish a subcommittee of LRPC to reduce/ eliminate financial debt. See **EMPHASIS- Debt Elimination.**
- Establish a subcommittee of LRPC to analyze leadership structure/ management of church. Recommend changes as needed. See **EMPHASIS- Efficiencies in Church Operations.**
- In connection to the Church Facility Master Plan, anticipate necessary staff / minister positions.
- In connection to the Church Facility Master Plan, create committees (or subcommittees of standing committees) as needed for specific, limited tasks.

## DRAFT

- 6-10 Years (2021-2025)

### Ministries / Missions

- Implement new or alter worship service, Alive Group, and discipleship class schedules and locations as needed.
- Adjust and change ministries and outreach to adapt to changing community needs and ALIVE strategy outcomes / goals.

### Facilities

- Implement remaining phases of the Church Facility Master Plan (maximize campus)
- Consider facility needs and options beyond campus ( off-campus Alive Group facilities, satellite churches, new church plants)

### Leadership / Administration

- Continue to anticipate and create necessary staff / minister positions as needed.
- Continue to anticipate and create necessary ad-hoc committees as needed.

## DRAFT

### Emphasis – Discipleship and Outreach

#### Commission or Biblical Principle (Why?) –

*<sup>18</sup> Then Jesus came to them and said, “All authority in heaven and on earth has been given to me. <sup>19</sup> Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, <sup>20</sup> and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.”*

*Matthew 28:18-20 NIV 1984*

#### • Goals (What? and Where?)

As we go about our daily lives we bear witness for Jesus Christ in Love to those the Lord leads us to and to make disciples of those who are willing to hear him. Beginning in Richmond, Madison County, the surrounding region, the United States and the Nations beyond. To this end the following Discipleship and Outreach goals are:

- To create an environment that encourages more intimate sense of relationship in a big church.
- To maintain a strong Sunday morning Alive Group (a.k.a. School School) program as a core discipleship component and to expand Alive Groups to on and off campus locations offered at various times through the week.
- To better reach the 19 – 30 age group.
- To look out into the future and plan for the eventual growth and utilization of expanded resources as we continue to retire our debt.

#### • Strategy (How? and When?)

- With changing demographics and social interactions, we believe that Alive Groups (small on and off campus discipleship and outreach groups to include traditional Sunday School) will be instrumental to the mission of our church. We should immediately initiate a sub-team (see 4. b) to formulate a plan to begin additional on and off-campus Alive groups. Explore alternative worship times (Sat. evenings – consider staff needs that won't bind existing staff supported by additional resources as debt burden is reduced/eliminated), balcony expansion, etc. This will free up existing on-campus space and provide additional support for small group workers and should result in the overall growth of the congregation. In order to reach the 19-30 age group we need to explore ways to reach out to people of this age range to include but not limited to strengthening the partnership with the Eastern Kentucky University Baptist Collegiate Ministry to engage EKU students.
- Utilize the existing “Becoming a Disciple-Maker” program led by the Minister of Education & Discipleship to train the church staff, ALIVE group (small groups including Sunday School) leaders and deacons over the next two years.

## DRAFT

### **Emphasis – Discipleship and Outreach Continued.**

- Continue very strong support of Hispanic and Celebrate Recovery ministries and to work toward integration of these ministries into the larger church body.
- Consider new church plants and partnering with other churches in need of help with growth (working with Tate's Creek Baptist Association (TCBA) and TCBA churches in Madison County).
- Action Plan (Specifics of How)
  - Establish Discipleship and Outreach subcommittee to plan, coordinate and oversee implementation and evaluation of discipleship and outreach programs.
  - Establish time table and schedule "Becoming a Disciple-maker" training to Church Staff, small groups (ALIVE groups—this includes Sunday School classes) teachers and Deacons.
  - Work with the Hispanic and Celebrate Recovery Ministry to identify members who may be willing to take a more active role in working with these ministries.
  - Work with Church Staff and TCBA to identify cooperative ministries and mission opportunities with other area churches.
- Actors (Who?)

The Discipleship and Outreach Subcommittee shall consist of a seven member team to include:

- Minister of Education & Discipleship (1)
- Sunday School Director (1)
- Discipleship Director (1)
- 19-30 Age Group representative (e.g. T2:12 member or Baptist Collegiate Ministry) (1)
- Children's Minister or Youth Minister (1)
- Hispanic Minister (1)
- At-Large Church Member (1)

## DRAFT

### Emphasis – Debt Elimination

#### Commission or Biblical Principle (Why?) –

At First Baptist Church we have a mission to be ALIVE in Christ; to Adore God, to Love all people, to Invest in God's work, to Value God's Word and Expand God's Kingdom. Currently we have an obstacle or weight that is hindering us from being fully A.L.I.V.E. Through Isaiah, God's people were told to *"Build up, build up, prepare the road! Remove the obstacles out of the way of my people."* (Isaiah 57:14) Paul told the Hebrews to *"let us throw off everything that hinders..."* (Hebrews 12:1) We need to be in the business of building roads to Him. To help make that happen we need to be free of our debt.

- Goals (What? and Where?) –  
Establish a coordinated, internally resourced, focused campaign to pay off the approximately \$2 million debt.
- Strategy (How? and When?)  
As soon as possible establish a Debt Reduction Team (a Long Range Planning subcommittee) which shall develop of a campaign theme and supporting materials emphasizing reducing or eliminating our debt. An early emphasis may be to solicit / encourage initial contributions to build momentum followed by a broader appeal to the entire congregation. The emphasis of the campaign will be to show how FBC will expand His kingdom to a greater degree once free of the burden of debt.
- Action Plan (Specifics of How)  
The specific details, responsibilities, contacts, publicity, etc. shall be identified by the Debt Reduction Team and approved by the Long Range Planning Committee and Church Council. The Pastor and all Senior Staff Members shall be consulted and regularly informed and engaged by the Debt Reduction Team. Progress reports shall be made to the church on a regular basis.
- Actors (Who?)

The subcommittee shall consist of church members representing the following committees, staff, and an at-large FBC member as follows, for a seven member team including:

- Finance Committee Members (2)
- Church Business Manager (1)
- Church Trustee (1)
- LRP (1)
- Deacon (1)
- At large church member (1)

Members of the Debt Reduction Team may serve for the duration of the campaign regardless of their committee rotation dates.

## DRAFT

### Emphasis – Efficiencies in Church Operations

#### Commission or Biblical Principle (Why?) –

<sup>40</sup> *But everything should be done in a fitting and orderly way... - 1 Corinthians 14:40 NIV 1984*

<sup>14</sup> *Our people must learn to devote themselves to doing what is good, in order to provide for urgent needs and not live unproductive lives. - Titus 3:12-14 NIV 1984*

- Goals (What? and Where?) –

To be most effective in reaching the lost and carrying out our church mission, we should be as efficient and effective as possible in the administration of church operations and the communication of said operations back to the church body.

- Strategy (How? and When?)

As soon as possible, establish a Long Range Planning subcommittee to evaluate operational efficiencies.

- Action Plan (Specifics of How)

- Within 1 year, that committee should analyze current operations, identify areas of strength and weakness, and propose recommendation(s) to the church body to re-align / re-structure any operational architectures necessary to efficiently carry out the mission of the church. Recommendations will be brought to the LRPC for evaluation to bring to the church body for vote, including any necessary changes to any governing documents (e.g., Constitution and By-laws, Operating Manual, etc.)
- Implement approved recommendations within 2 years

- Actors (Who?)

The subcommittee shall consist of church members representing the following committees, staff, and an at-large FBC member as follows, for a seven member team including:

- Constitution and By-laws (1)
- Finance Committee Member (1)
- Long Range Planning Committee (1)
- Personnel Committee (1)
- Technology & Communication Manager (1)
- Director of Church Administration (1)
- At-large FBC member (1)

Members of the team may serve for the duration of the effort regardless of their committee rotation dates.