



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

### I. Great Commission

*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 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 28:19-20*

### II. Core Values

#### A. 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.

#### B. 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 a willingness to listen and accept His perfect answer.

#### C. 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.

#### D. 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, carefully always to seek God’s will in every word and obediently respond.

#### E. 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 unity and maturity 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.

#### F. Evangelism / World Missions

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 their race, nationality, age, wealth, or culture.

### III. Mission Statement

#### A. **Alive** in the power of God!

*Because of His great love for us, God, who is rich in mercy, made us **alive** with Christ.*  
*Ephesians 2:4-5a.*



- B. **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”)

#### IV. Vision Statement

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

#### V. 10 Year Strategy

- A. 1-5 Years (2016-2020)
  - 1. Ministries/ Missions
    - a. 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 accommodate. See **EMPHASIS- Discipleship and Outreach.**
    - b. Monitor morning worship and SS time and attendance for expansion/reduction of worship times/schedules.
    - c. Monitor opportunities to grow current missions/ministries or create church plants.
  - 2. Facilities
    - a. Implement portion(s) of the Church Facility Master Plan contingent upon items V.A.1.b. and V.A.1.c (attendance/ space needs) and V.A.3.a. (debt reduction).
    - b. Review and update the Church Facility Master Plan considering LRP survey results and goals.
  - 3. Leadership/ Administration
    - a. Establish an ad hoc subcommittee of LRPC to reduce/ eliminate financial debt. See **EMPHASIS- Debt Elimination.**
    - b. Establish an ad hoc subcommittee of LRPC to analyze leadership structure/ management of church. Recommend changes as needed. See **EMPHASIS- Efficiencies in Church Operations.**
    - c. In connection to the Church Facility Master Plan, anticipate necessary staff / minister positions.
    - d. In connection to the Church Facility Master Plan, create ad hoc committees (or subcommittees of standing committees) as needed for specific, limited tasks.
- B. 6-10 Years (2021-2025)
  - 1. Ministries/ Missions
    - a. Implement new or alter current worship service(s) as needed.
    - b. Adjust and change ministries and outreach to community needs and ALIVE strategy outcomes/ goals.
  - 2. Facilities
    - a. Implement all phases of the Church Facility Master Plan (maximize campus)
    - b. Focus facility efforts beyond campus (church plants or satellite churches?)
  - 3. Leadership/ Administration



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

## **Emphasis – Discipleship and Outreach**

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

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, 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 28:19-20)

#### **1. 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 them 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:

- a. To create an environment that encourages more intimate sense of relationship in a big church.
- b. 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.
- c. To better reach the 19 – 30 age group.
- d. To look out into the future and plan for the eventual growth and utilization of expanded resources as we continue to retire our debt.

#### **2. Strategy (How? and When?)**

- a. 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 released), 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 strengthen the partnership with the Eastern Kentucky University Baptist Collegiate Ministry to engage ECU students.
- b. Utilize the existing “Becoming a Disciple-Maker” program lead 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.
- c. Continue very strong support of Hispanic and Celebrate Recovery ministries and to work toward integration these ministries and the larger church body.



- d. Consider new church plants and partnering with other churches in need of help with growth (working with Tate's Creek Baptist Association (TCBA) and existing churches in Madison County).

### 3. Action Plan (Specifics of How)

- a. Establish ALIVE group subcommittee to plan, coordinate and oversee implementation and evaluation of the Alive Group Program.
- b. Establish time table and schedule "Becoming a Disciple-maker" to Church Staff, small group (ALIVE group—this includes Sunday School classes) teachers and Deacons over the next years.
- c. 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.
- d. Work with Church Staff and TCBA to identify cooperative ministries and mission opportunities with other area churches.

### 4. Actors (Who?)

- a. The Alive Group Subcommittee shall include active members of the following committees, staff, and an at-large FBC member as follows, for a seven member team consisting of:

- |  |   |
|--|---|
| (1) Minister of Education and Discipleship | (1) Baptist Campus Minister or representative |
| (1) Sunday School Director                 | (1) T2:12 (college Sunday school class)       |
| (1) Discipleship Director                  | (1) Member LRP                                |
|  | (1) At-large church member                    |

All members of the Alive Group Team will serve for the duration of the campaign regardless of their rotation dates.

- b. Becoming a Disciple Maker Training -- Minister of Education and Discipleship, Sunday School Director, Discipleship Director and Deacon Chair
- c. Hispanic Ministry - Minister of Education and Discipleship, Hispanic Minister



## 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 the Expand God’s Kingdom. Currently we have an obstacle that is stopping 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 “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.

#### 1. Goals (What? and Where?) –

Establish a coordinated, internally resourced, focused campaign to pay off the approximately \$2 million debt.

#### 2. Strategy (How? and When?)

The strategy will consist of a three year plan. The first step being creation of the debt reduction team, development of a campaign theme and supporting materials emphasizing removing indebtedness. An early emphasis will be to solicit / encourage initial contributions to build momentum followed by the public campaign. 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.

#### 3. Action Plan (Specifics of How)

The specific details, responsibilities, contacts, publicity, etc. would be identified by the Debt Reduction Team (ad hoc subcommittee of the Long Range Planning Committee) and approved by the Long Range Planning Committee and Church Council. The Pastor and all Senior Staff Members would be consulted and regularly informed and engaged by the Debt Reduction Team.

#### 4. Actors (Who?)

The subcommittee shall include active members of the following committees, staff, and an at-large FBC member as follows, for a seven member team consisting of:

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

All members of the Debt Reduction Team will serve for the duration of the campaign regardless of their rotation dates.



## **Emphasis – Efficiencies in Church Operations**

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

“But all things must be done properly and in an orderly manner” – 1 Corinthians 14:40

“Our people must also learn to engage in good deeds to meet pressing needs, so that they will not be unfruitful.” - Titus 3:12-14

#### **1. 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.

#### **2. Strategy (How? and When?)**

As soon as possible, establish a Long Range Planning Subcommittee entitled “Administrative Efficiency Exploration and Recommendation Committee” (ad hoc subcommittee of the Long Range Planning Committee) to evaluate operational efficiencies.

#### **3. Action Plan (Specifics of How)**

- a. Within 1 year, that committee shall have analyzed current operations, identified areas of strength and weakness, and proposed recommendation(s) to the church body to re-align / re-structure any operational architectures as deemed necessary. Recommendations will be brought to the church body for vote, including any necessary change proposals to any current operation documents (Constitution and By-laws, Operating Manual, etc.)
- b. Within 2 years, approved recommendations shall be implemented.

#### **4. Actors (Who?)**

The subcommittee shall include active members of the following committees, staff, and an at-large FBC member as follows, for a seven member team consisting of:

- |                                   |  |
|-----------------------------------|--|
| (1) Constitution and By-laws      | (1) FBC Technology and Communication Manager |
| (1) Finance Committee             | (1) FBC Church Administrator                 |
| (1) Long Range Planning Committee | (1) At-large FBC member                      |
| (1) Personnel Committee           |  |

All members of the team will serve for the duration of the campaign regardless of their rotation dates.