

- partnerships into new territories.
- Expand the planting of **new church work** through our partnerships like those in New York, Canada, Vermont, Seattle, New Orleans, Miami, and other areas of North America.
 - Intentionally multiply our **missions leadership** and develop a **succession plan** as current leaders begin to transition (Elijah to Elisha).
 - Continue to expand our missions work in **Haiti** with Children's Hope. Seek to impact Haiti (through sending countless teams from many churches) with the **love and light** of Jesus Christ.
 - Keep missions as a constant focus before our church with a goal of developing a **missions mindset** among our fellowship. This enables FBC to continue to serve as **God's Missions Factory!**

IV. Support Our STEWARDSHIP OF RESOURCES

A. Stewardship of Finances

- Develop a **spending plan** for additional budget funds no longer needed for debt service. Determine where and how these funds can make the **most kingdom impact**. Consider establishing a Kingdom Impact Fund.
- Creatively expand our emphasis of **pledging the budget**. Nurture all members and particularly new members as to why we pledge and how pledging affects our planning. Challenge members to faithfully support the financial needs of our church. Teach stewardship consistently as a core value of following Christ.
- Increase funding** for FBC mission endeavors, the Cooperative Program, and our SBC offering

Acknowledgments

First Baptist Church would like to thank our church staff and the following members for giving their time and energy in building our long-range plan for the years 2016- 2020.

Members of the Church Leadership Council
Andy Birchfield, Chairman

- goals (Lottie Moon, Annie Armstrong, World Hunger, Myers-Mallory, and Children's Home). Continue to be a pace-setter church through our sacrificial giving.
- Provide additional financial support for our **Community Ministries**.
- Enhance awareness of the **First Baptist Foundation** for people of all ages. Increase the endowed funds to \$10 million by 2020 and target \$20 million by 2025. Nurture believers in total life stewardship, including tithing of one's estate to leave an **eternal legacy**.

B. Stewardship of Personnel

- Explore and prioritize the need of **additional ministerial personnel** to effectively minister to our growing congregation. Evaluate funding needs for all personnel.
- Address **new ministry personnel needs** such as a church in West Montgomery, prison ministry, college ministry, and **align other personnel funding** needs from the goals set forth in this document.
- Establish a **succession plan** for **staff members** nearing retirement. Consider "overlapping" of service for new staff being hired.
- Continue to reasonably address **security and risk management** issues as they relate to our people, buildings and parking.

C. Stewardship of Facilities

- Seek to **acquire** any contiguous **property** that may become available. Set aside a percentage of budget debt service funds for this purpose.
- Explore the **best practice** for usage of our outlying buildings (410 Building, Miller Building, and Huff Building).
- Continue to **remodel existing space** as needed. Provide new furnishings in older areas of our buildings.

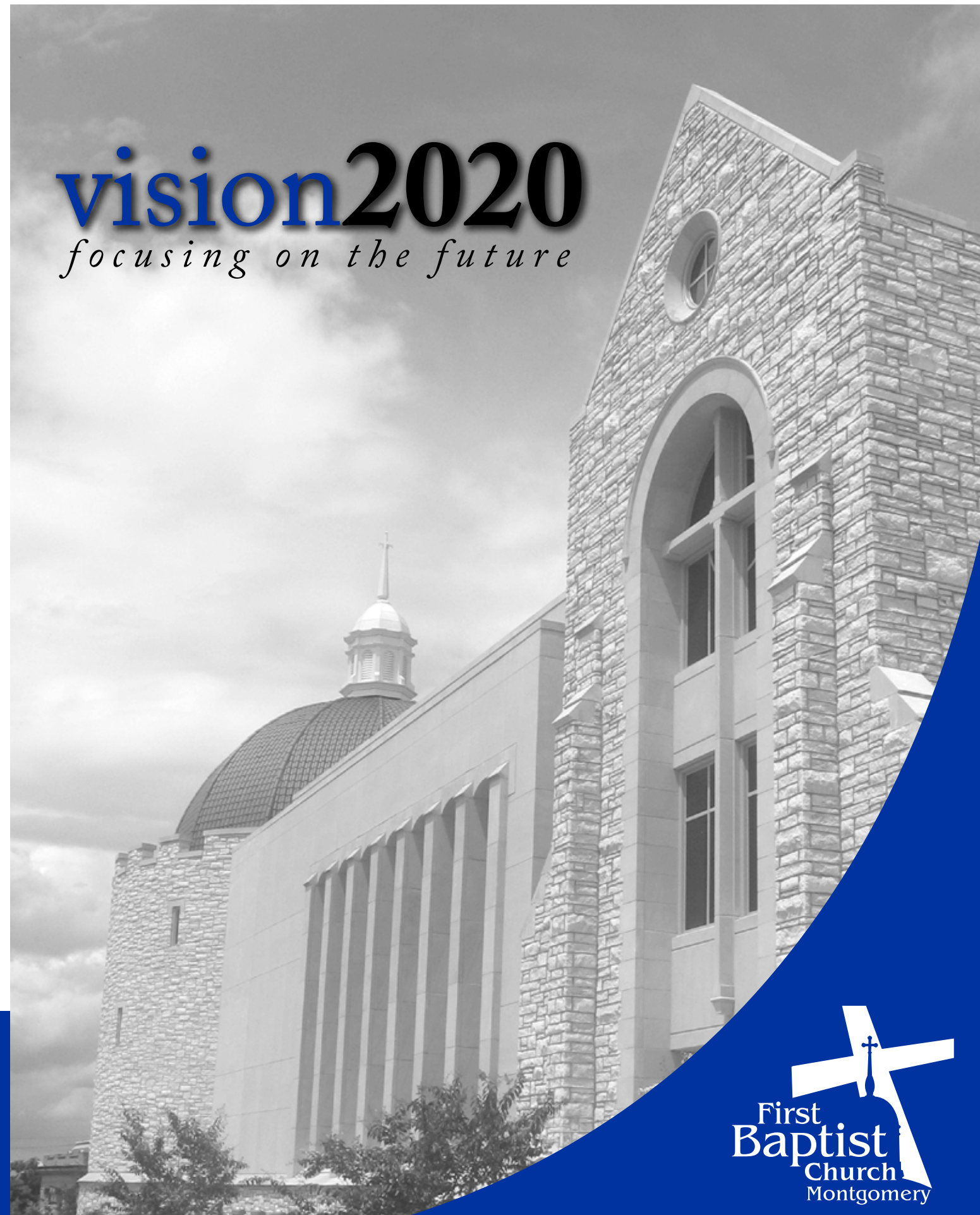
- Provide adequate and reasonable funding to maintain our existing facilities for our use and God's glory.
- Seek new and additional ways (breakfast, coffee house, power lunch) to utilize our **kitchen facilities** and food services to transform "food into fellowship."

D. Stewardship of Emerging and Advanced Technology

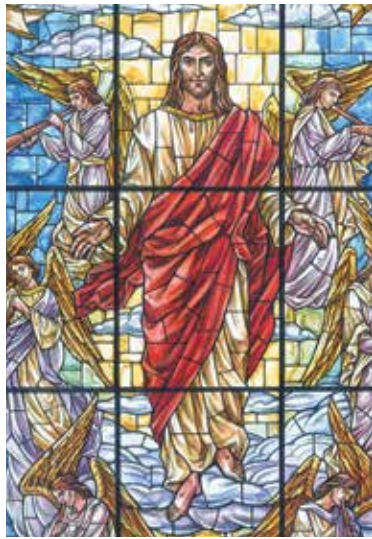
- Enhance our staff and volunteer capacity to effectively minister to a growing congregation by **providing** the necessary **technology**, tools and training.
- Expand our **web presence**, keeping it simple, appealing and user friendly while adding features such as **streaming video**.
- Provide advanced **technological support** for classroom teaching (smartboards, A/V resources, teachings aids, etc.)
- Enhance our **security systems** in our facilities especially for the preschool and children's areas by continuing to use reasonable methods and technology. Establish a digital check in system.

E. Stewardship of Time and Accountability

- Place more emphasis on the Biblical concept of "**total life stewardship**" with increased attention given to the stewardship of time and talents in addition to financial resources.
- First Baptist Church continues to **fully cooperate** with the Southern Baptist Convention, the Alabama Baptist Convention and the Montgomery Baptist Association. We **support these entities** with our gifts, our service, and our prayers.
- Our **Church Leadership Council** is charged with the task of regularly reviewing this long range plan to **monitor progress** and celebrate achievements for the glory of God.



Chuck Ashley	Ralph Foster	Justin Law	Patty Roper
John Ashworth	Jim Frankum	Glen Leathers	Carey Shoemaker
Ken Brothers	Brian Gay	Burt Martin	Patti Shoemaker
Jane Burdeshaw	Ty Glassford	Russell McCrory	Amanda Smith
Chip Colee	Sarah Hall	Douglas McElvy	Burke Sylvest
Kathy Cooper	Kenny Hoomes	Ruth McKinney	Beppy Tiller
Glenda Driskill	Laurie Houlditch	Nancie McQueen	Susan West
Janet DuBose	Alissa Irvin	Kelley Phelps	James Whitehead
Jane Ferguson	Spencer Jones	Beth Poundstone	Jay Wolf



Our Purpose:

Our non-negotiable Christ-mandated purpose is the Great Commandment (Matthew 22:37-39) and the Great Commission (Matthew 28:18-20).

(GC)² – Great Commandment x Great Commission = Great Church

Our Mission:

First Baptist's mission is to fulfill Christ's Great Commission of Matthew 28:18-20 to develop devoted disciples by Bringing people to Christ (evangelism), Building them up in Christ (discipleship), and Sending them out to expand Christ's Kingdom (missions and ministry).

Our Goals and Strategies:

I. Bring Them In EVANGELISM

- A. **Baptize** at least 125 people each year. This goal reminds us that our primary task is to DO the Great Commission and share Christ with our world.
- B. **Creatively utilize evangelistic harvest events** (for example: Team Impact, Judgment House, christian music concerts, sports camps, VBS, The Living Christmas Tree, Team Night, etc.) to facilitate sharing Christ with unreached people. Monitor "assists" of professions of faith with those uniting with other churches.
- C. **Set a goal of 2020 by 2020** in our Bible Fellowship attendance. Enroll lost people and start a minimum of two new units per year. Utilize a growing variety of outreach Bible studies and small groups both on campus and off campus.
- D. Provide **consistent evangelistic training** opportunities such as the ABCs of Evangelism and other equipping classes. Use these creative outreach strategies to bring more people into God's Kingdom.
- E. Use **corporate worship** opportunities for evangelistic harvest and training. Challenge our membership to participate in personal evangelism opportunities.

- F. **Provide follow-up opportunities** once evangelistic events have concluded. Use our standard ministries as "nets" for intentional evangelism such as the Children's Learning Center.
- G. **Partner with other Great Commission evangelical organizations** to advance the Kingdom of God.
- H. **Strengthen** avenues for our English as a Second Language (ESL) and Conversational English (CE) participants to connect with our Sunday morning Bible Fellowship. Develop a mentoring model or "buddy system" to assist in this process.
- I. **Provide time, energy and resources** to aggressively reach out to college students and young adults. Explore providing a weeknight college worship service.
- J. **Expand** evangelistic opportunities through **prison ministry** in nearby state prisons, county and city jails to bring men and women into God's Kingdom.
- K. **Continue to partner with Pathway Ministries** to offer the love of Jesus Christ in counseling individuals in alternative lifestyles.
- L. **Continue to expand** our television ministry, technology, media and website to reach more people for Christ. Use **social media** and **streaming worship services** as an effective tool to share the good news of Jesus Christ.

II. Build Them Up DISCIPLESHIP & WORSHIP

- A. Continue to provide warm, instructive **worship** services using challenging messages, stirring music, creative arts, effective audio-visuals and modern technology.
- B. Seek to build a stronger church by building **stronger families**. Implement a variety of marriage and family discipleship courses at various days and times. Host special marriage and family events for our church and community.
- C. Seek to build our average attendance in Bible Fellowship Classes to 2,020 people and our **enrollment** to 5,500 people.
- D. Provide **discipleship courses** that move learners from information to obedience. Include courses on Baptist Doctrine, Biblical Theology and Christian Ethics.
- E. Seek to move believers to focus on their own **personal relationship with God**. Provide resources and training to assist them in the process of Christian growth.
- F. Continue to foster a **climate of Christ-like love** in our **Bible Fellowship classes** and other small groups in our church. Seek to expand our fellowship by knowing needs, names, and connecting people to a task.
- G. **Expand our membership** and

maturity classes for new believers and those joining with limited church background.

- H. **Integrate technology** (smartboards, WiFi, computers, etc.) into our classrooms and explore **new teaching methods** for engaging people.
- I. Provide more avenues for **mentoring opportunities** based on 2 Timothy 2:2 and Titus 2. Include such areas as college, internationals, newlyweds, men, women, ex-inmates, etc.
- J. Connect **stewardship to money management** and provide training for leaving a legacy for God's Kingdom efforts.
- K. Use our **intergenerational** congregational composition and diversity as a positive kingdom influence in worship, leadership, and planning for future ministry.
- L. Expand the number of members knowing and utilizing their **spiritual giftedness**. Seek to move people from their comfort zone to active implementation of their spiritual gifts.
- M. Expand our **Christ-like Institute** by rebranding, relaunching and reloading it with relevant studies for our 21st century minds and hearts.
- N. Open wide the pipeline of **Discipleship University** providing believers with a variety of small group studies at a variety of times. Classes will include physical attendance, internet learning, and social media opportunities for Christian nurture.
- O. Strengthen and expand our **senior adult ministries**. Involve younger seniors in leadership roles; consider providing or participating in a respite care program; provide resources for upgrading our current computer lab.
- P. Establish a **photography/video team** to tell the story of First Baptist Church. Utilize this team for church wide events as well as smaller class or department events and ministry projects.
- Q. Strengthen our **in-prison discipleship**

programs such as Pathway to Freedom at Staton, Tutwiler and other state prisons as a prelude for ex-offenders re-entry into local communities. Foster stronger re-entry initiatives such as, aquaponic re-entry farms, mentoring, job training, education, transportation and continued discipleship training thereby significantly reducing recidivism.

- R. Enlarge the **assimilation** process of new members using our Bible Fellowship inreach systems, deacon ministry, the Pastor's Class, sticky notes, and training opportunities. Purposefully connect newcomers to spiritual growth and ministry opportunities.

III. Send Them Out MISSIONS AND MINISTRY

A. At Home

1. Increase the strength and scope of our **Community Ministries** and the important role it plays in our downtown location. Expand the ministry team.
2. Increase our work in **Chisholm** through the **Nehemiah Project**.
3. Expand and support our **Celebrate Recovery** ministry.
4. Continue to support and expand our ministry of **English as a Second Language (ESL)** and **Conversational English (CE)** and tutoring.
5. Develop additional partnerships with **like-minded ministries** in the river region. Seek to work together for the advancement of the Kingdom of God.
6. Continue our **prison ministry** focus to the whole **family** through such events as Angel Tree, summer camp, tutoring, mentoring and connections to residents working at Aquaponic Re-Entry Farms.
7. Offer an expanding menu of **mission opportunities**. Encourage every member to be engaged in some form of missions from across the street to

around the world. Intentionally plan missions opportunities for **families** to be involved.

8. Expand our **Disaster Relief team** of first responders ready to deploy when disaster strikes.
9. Seek to expand our **missions consciousness** in our Bible Fellowship classes. Fill the position of missions coordinator in all adult classes.
10. Maintain our partnership with **The Church at Pike Road** and seek to establish **new church plants** in West Montgomery and in the Hispanic community linked to the Master's Garden.
11. Continue to host **Global Mission Celebration** events.
12. Strengthen and expand our partnership with **Children's Hope** and other orphan care ministries.
13. Explore ways to expand and **duplicate** many of our community **ministry offerings** for areas of need in neighboring counties.

B. Beyond Montgomery

1. Intentionally expand **mission partnerships** that send scores of volunteers to participate in mission expeditions.
2. Maintain a goal of at least **52 mission expeditions** beyond Montgomery each year.
3. Increase the number of volunteers going on **first time** mission experiences.
4. Increase the flow of our **college students** participating in missions, specifically the **International Mission Board's** "Hands on Program" and the Journeymen adventure.
5. **Nurture** our relationship with **the Ejamat people** of West Africa and seek to **connect with more** unengaged, unreached people groups and expand our mission

"RUN THE RACE WITH ENDURANCE...FIXING OUR EYES ON JESUS." HEBREWS 12:1-2

