

CLARIFYING OUR MISSION

OUR VISION

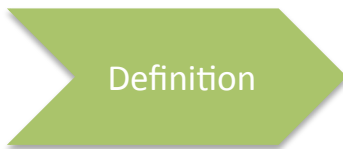
To reflect God's glory in all nations.

Biblical foundation: Psalm 67:1-2

OUR MISSION

To **make disciples of all nations** by leading people to **know** the Word, **apply** the Word, and **share** the Word.

Biblical foundation: Matthew 28:18-20; Romans 10:17; 2 Timothy 3:14-4:5



Mission - A specific task with which a person or a group is charged; a pre-established and often self-imposed goal or purpose.

The church does many things:

- We **study** Scripture together.
- We **care** for one another.
- We enjoy **fellowship** with one another.
- We **meet the needs** of the brokenhearted.

All of these activities are a necessary part of spiritual growth. There is a biblical foundation for all of these activities. A mission-focused church does not view any of these activities in isolation, however.

- We make disciples as we study Scripture together.
- We make disciples as we care for one another.
- We make disciples as we enjoy fellowship with one another.
- We make disciples as we meet the needs of the brokenhearted.

Throughout this report, we will focus on our mission. The mission of the church *has not changed, and it will not change*. The mission of the church is to “make disciples.”

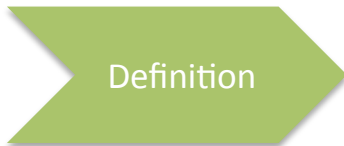
OUR STRATEGY



Strategy – An all-encompassing plan that will have a significant impact when it is carried out. A strategy provides much needed direction and focus.

We direct all Lawrenceville First members toward our strategy:

- Helping the unchurched **connect** to God and to his people
- Leading Christians to **grow** in Christ-likeness
- Teaching Christians to **serve** all people
- Challenging Christians to **go** into all the world

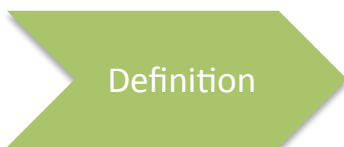


Unchurched - The term “unchurched” includes both non-Christians and Christians who are not connected to a local body of believers. While presenting the gospel to the lost is our primary responsibility, we also believe that all Christians need the fellowship and accountability that come through involvement in the local church.

OUR VALUES

As a community of believers, we value:

- Authentic, biblical worship
- Purposeful prayer
- The mission of the local church
- Godly relationships
- Intentional disciple-making
- Missional living
- People of all ages, races, and cultures



Missional - The term “missional” is a relatively new term, so pinning down a precise definition can be difficult. For the purposes of this report, the term “missional” means doing the work of a missionary (both individually and corporately) in your immediate surroundings.

INTRODUCTION AND BACKGROUND

PARTICIPANTS

Meg Crowder, co-chair

Meg Crowder and her husband, Jack, have two sons – Ben & Brad, who are active in our student ministry; they have been members of LFBC since 1989. Meg and Jack both serve as deacons, work with our student ministry, and Meg teaches a co-ed young adult Sunday School class. Meg is also serving in her third year on the Personnel team.

Leon Smith, co-chair

Leon Smith has been a member of LFBC since 1966 – 46 years. Leon is married to Nancy and has three generations of his family active in the church – son, Stacy and his wife, Hope, grandchildren, Jackson and Claire. Leon also has a daughter – Dee Dee Stewart, husband Paul, and grandchildren, Andrew and Sarah Grace. Leon serves as Sunday School assistant, deacon, greeter, usher and on the counting committee.

Barbara Everett

Barbara Everett has been a member of LFBC for fourteen years. She is a member of the Lydia Sunday School class, and she sings in the adult choir. Barbara is also an ordained deacon. She served as missionary in Guatemala for nearly five years.

Trevor Giese

Trevor Giese, his mother, Leigh Bailey, and brother, Carter Giese, are active members of LFBC. Trevor is a high school senior and joined the church 4 years ago. He is member of the High School boys Sunday School class, has participated in numerous summer mission trips, and worked with Vacation Bible School.

Kwabena Gyimah

Kwabena Gyimah and his wife, Oma, have been members of Baptist churches for 13 years, for the last 18 months at LFBC. They have two children, Yaa and Kwame. Their children have attended the LFBC preschool, and they are active in one of our young adult Sunday School classes.

Carlene Harris

Carlene Harris has been a member of LFBC for 47 years. She is currently a member of the Phoebe Class and taught various adult classes through the years. She is and always will be THE encourager!

Inman Houston

Inman Houston serves as our Senior Pastor. He and his wife, April, have three boys --- Jacob, Logan, and Micah. Inman and April have been members of LFBC since March 2008.

Mark Limmer

Mark Limmer and his wife, Cathy, have been members of LFBC for three years. Mark teaches in our young adult Sunday School department; he and Cathy both sing in the choir, and Mark is a deacon, serving as Deacon chair this year.

Brian Loudermilk

Brian Loudermilk and his wife, Beth, have been members of LFBC since 2009. They are the proud parents of a brand new baby boy, Joshua. Brian and Beth are active members of one of the young adult Sunday School classes. Brian serves as a deacon and in our ESL program.

Eddy Oliver

Eddy Oliver is a Single adult and active in one of our young adult Sunday School classes, the choir and serves with our Missions team. Eddy has been a member of LFBC for almost two years.

Beth Ann Williams

Beth Ann Williams and her husband, Dan, have been members here for 1.5 years. They have two children, Danielle (4th grade) and Ella (1st grade). Beth Ann and Dan are active in one of our young adult Sunday School classes, and Beth Ann is coordinator for Children in Action on Wednesday nights for 1st – 5th graders.

Terra Winter

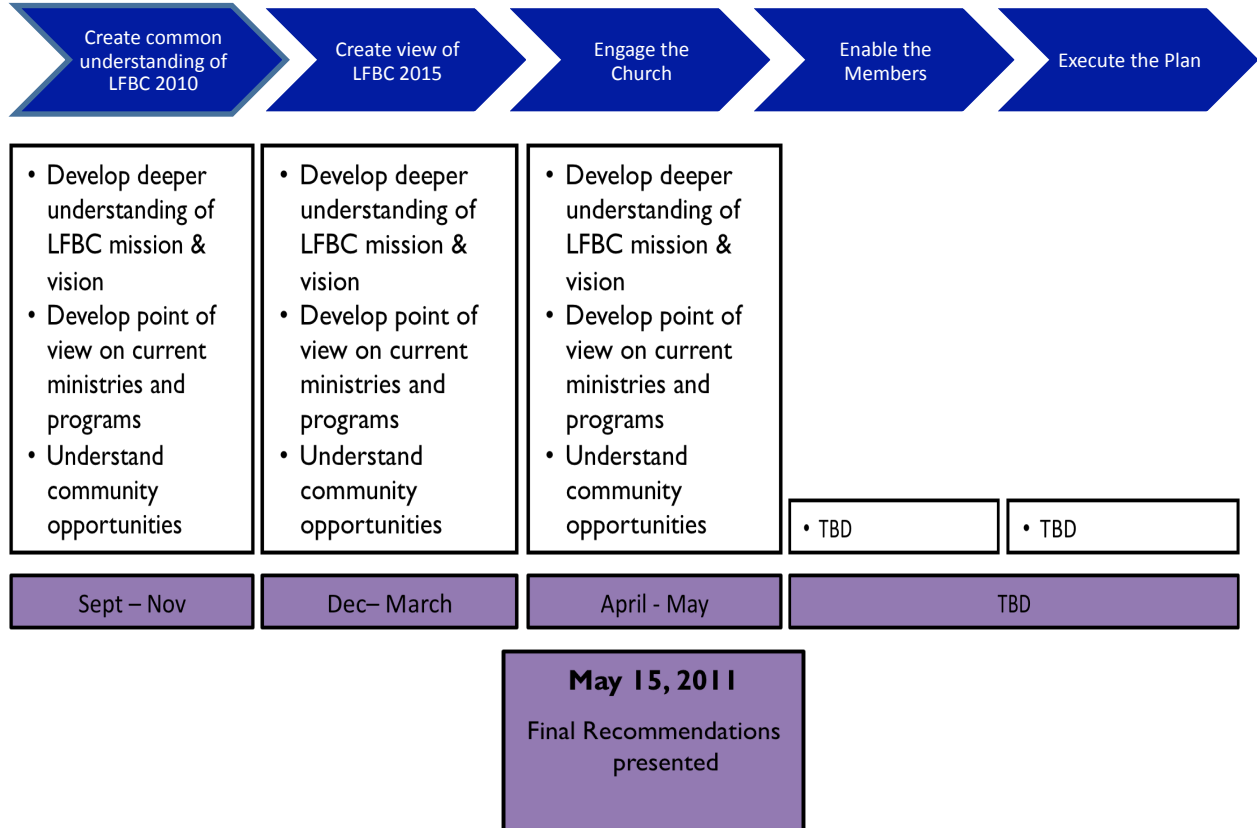
Terra Winter and her husband Anthony have been members of LFBC for seven years. They have a 5-year old son, Luke. Terry and Anthony are active in one of our young adult Sunday School classes. Terra also serves on the Stewardship Committee.

PREPARATIONS

- Summer reading
 - *The Church of Irresistible Influence* by Robert Lewis
 - *Good to Great* by Jim Collins
 - *Radical* by David Platt
 - *Simple Church* by Eric Geiger and Thom Rainer
 - *Think Orange* by Reggie Joiner
- Church visits
 - 12 Stone (Lawrenceville, Georgia)
 - All Nations (Lawrenceville, Georgia)
 - All Souls Fellowship (Decatur, Georgia)
 - First Baptist Buford (Buford, Georgia)
 - First Baptist Jonesboro (Jonesboro, Georgia)
 - First Baptist LaGrange (LaGrange, Georgia)
 - First Baptist Lilburn (Lilburn, Georgia)
 - First Baptist Snellville (Snellville, Georgia)
 - North Metro First Baptist (Lawrenceville, Georgia)
 - Perimeter Church (Duluth, Georgia)
 - Prince Avenue Baptist (Athens, Georgia)
 - Trinity Baptist (San Antonio, Texas)
- Individual research
- DISC profile (personality assessment)
- Spiritual gift inventory
- Review of previous long-range planning reports
- Community panel
 - Judy Johnson, Mayor, City of Lawrenceville
 - Randy Johnson, Chief, Lawrenceville Police Department
 - Nancy Martin, Principal, Central Gwinnett High School
 - Dot Schoeller, Principal, Jenkins Elementary School
- Site visit to FBC Lilburn
- Guiding convictions
 - We did not want to **develop** ideas and ask God to bless them.
 - We wanted to **discover** ideas that could only come from God.
 - This effort was a **partnership** between our pastors/ministry directors and the task force members.

PROCESS

15 x 15 High Level Timeline



PRESENTATION

The report includes:

- Restatement of our vision, mission, strategy, and values (see previous section)
- Eleven ministry goals
- Implications of the ministry goals
- Implementation plan for the ministry goals

MINISTRY GOALS

Ministry Goal: Help every church member identify his/her primary spiritual gift.

Definition: A **spiritual gift** is anything that is empowered by the Holy Spirit and used in any ministry of the church. (1 Corinthians 12:7)

Explanation: At the point of conversion, all believers receive a spiritual gift. Unfortunately many believers are not aware that they have received this gift, and they do not know how to discover the gift that they have been given.

Outcome: The church will be empowered as the members identify their spiritual gifts and use them to support the mission of the church.

Ministry Goal: Assist every church member in finding at least one opportunity for meaningful service through the church.

Explanation: In most organizations, a small percentage of the people perform a large percentage of the work. In the church, the work must be shared by all of the members. The mission of the church demands commitment and sacrifice from *all* members.

Outcome: The church will be enriched and members will grow as disciples as we assist all members in finding a place of meaningful service.

Ministry Goal: Create and implement a spiritual leadership development institute that will prepare and equip existing and future church leaders.

Explanation: The church needs Godly leaders. The Bible describes the lives of many significant leaders (e.g., Moses, David, Paul). Throughout history, churches have invested heavily in leadership development. If you examine the history of colleges, hospitals, and other institutions, you will find roots in the church. As we seek to fulfill the mission that Christ has given to us, we need to equip Godly leaders.

Outcome: The church will be strengthened as we prepare and equip existing and future church leaders.

Ministry Goal: Increase the number of engaged parents who actively participate and partner with the church in the spiritual formation of their own children.

Explanation: Church and family work in partnership with one another to disciple the next generation. While the church will continue to work directly with children and students, we must aid parents as they disciple their children.

Outcome: All church members will partner with parents to disciple the next generation.

Ministry Goal: Achieve a one hundred percent increase in children’s ministry attendance with a focus on the elementary schools in the Central Gwinnett cluster.

Definition: The elementary schools in the **Central Gwinnett Cluster** are: Cedar Hill, Jenkins, Lawrenceville, Simonton, and Winn Holt. The Hooper Renwick School and the Oakland Meadow School, both of which serve special needs students, are also located in our immediate community.

Explanation: Our commitment to making disciples compels us to reach more people. The focus on the schools in the Central Gwinnett Cluster is an important component of our vision for the next five years. As a church, we have a specific calling to reach the children in “our Jerusalem.” While our members will continue to be “on mission” in their neighborhood schools, we will invest church resources in the schools that are located in our local community.

Outcome: As we share the gospel with children and their parents throughout our community, we will witness an increase in our children’s ministry attendance.

Ministry Goal: Achieve a one hundred percent increase in student ministry attendance with a focus on the middle and high schools in the Central Gwinnett cluster.

Definition: The middle and high schools in the **Central Gwinnett Cluster** are: Central Gwinnett High School, Moore Middle School (opens fall 2011), and Richards Middle School. Phoenix High School, which provides an alternative complement to the traditional high school education, is also located in our immediate community.

Explanation: Our commitment to making disciples compels us to reach more people. The focus on the schools in the Central Gwinnett Cluster is an important component of our vision for the next five years. As a church, we have a specific calling to reach the students in “our Jerusalem.” While our members will continue to be “on mission” in their neighborhood schools, we will invest church resources in the schools that are located in our local community.

Outcome: As we share the gospel with students and their parents throughout our community, we will witness an increase in our student ministry attendance.

Ministry Goal: Develop a strategy to identify and address a critical, unmet need of people within a three-mile radius of LFBC by 2015.

Definition: A need is **unmet** when an individual/family lacks access to the resources necessary to meet the need. The term “**critical need**” includes shelter, clothing, food, education, health care, etc.

Explanation: All of the schools in the Central Gwinnett Cluster are Title I schools. The Title I designation is not related to academic performance. A school receives Title I designation when at least 75% of the students receive free or reduced lunch. The leaders in our community schools have identified many issues that affect a child’s development. As a church, we will identify one of these needs and seek to address it with the resources that God has entrusted to us.

Outcome: As we meet the physical needs of the people in “our Jerusalem,” we honor Christ, and we earn the right to address their spiritual need by sharing the gospel.

Ministry Goal: Baptize at least 200 people by December 2015.

Explanation: When Jesus gave his command to “make disciples,” he encouraged his followers to baptize the new believers (Mt. 28:18-20). As Baptists, we understand baptism as a public profession of faith and as the means by which new believers enter the church. We will not seek to baptize more people simply to meet a statistical goal. *We will baptize with integrity.* The goal is not to convince more people to be baptized. The goal is to lead more people to respond positively to the gospel and then profess their faith in Christ through baptism.

Outcome: An increased number of baptisms will represent a renewed commitment to reaching the lost for the glory of God in Christ.

Ministry Goal: Challenge fifty percent of our church members to go on at least one mission trip in the next five years.

Explanation: In order to meet this challenge, we will need to provide many different mission opportunities for our members. A mission trip may be an overnight trip to work with a church in inner city Atlanta or it may be a trip to work with missionaries located around the world.

Outcome: As our members engage in hands-on missions, they will participate in the Great Commission and develop a greater passion for reaching the lost.

Ministry Goal: Develop a strategy to adopt an unreached people group by 2015.

Definition: A **people group** is a group of individuals, frequently speaking the same language, with a shared self-identity and worldview. Strategically, a people group is the largest group through which the gospel can flow without encountering a significant barrier (e.g., language, culture, etc.). An **unreached** people group is comprised of less than 2 percent evangelical Christians.

Explanation: At present there are nearly 7,000 unreached people groups, representing *2.8 billion people*. In other words there are nearly *three billion people* in our world who have not responded positively to the gospel. As mission-minded Christians, the degree of lostness in our world grieves us. By adopting an unreached people group, we will work with our Baptist mission entities, field missionaries, and local believers to penetrate spiritual darkness by sharing the light of the gospel.

Outcome: As a church we will do our part to take the gospel to men, women, and children who have not responded positively to the gospel message.

Ministry Goal: Partner with other Baptist churches/entities to plant at least one new congregation in each of the Acts 1:8 spheres by 2015 (i.e., city, region, nation, world).

Definition: **Church planting** is the practice of starting new (Baptist) churches. The New Testament indicates that the apostles utilized church planting as the primary method for carrying out the Great Commission.

Explanation: As residents of the southern United States, we might be tempted to ask, "Do we really need more churches?" While our region may have a church on every corner, many people in our nation and our world do not have access to the ministry of a local church.

Outcome: As we partner with other churches/entities to plant new churches we make it possible for people to access the gospel message and grow as disciples through the ministry of a local church.

IMPLEMENTATION

CURRENT REALITY

- We have 31 councils, committees, and teams listed in our by-laws.
- Some committees exist in name only.
- We identified duplication of responsibilities within our current structure.
- We expend energy trying to “fill the spots.”
- Our processes do not always support our mission.
- In reality, our current processes and structure, over time, tend to support the institution rather than the mission.

DESIRED FUTURE

- Our structure and processes should support the mission of our church rather than the institution.
- In the implementation of our vision, we must adjust our structure and processes so that they consistently support the mission of the church.

OVERVIEW OF STRUCTURE AND PROCESS

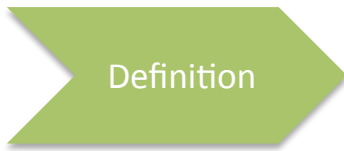
- Strategy authorization
- Strategy development/accountability
- Strategy implementation
- Strategy support

Strategy Authorization

- As a New Testament church, we recognize that Christ is the head of the church.
- As a church that follows a congregational model of church government, **the members of Lawrenceville First** affirm our mission and authorize the strategy that we develop to accomplish the mission.

Strategy Development & Accountability

- Staff leadership team (development) – Pastors and ministry directors develop ministry strategies that reflect the will of Christ as he has revealed it to the members.
 - Pastors
 - Worship
 - Pastoral care (Deacons and Congregational Health Ministry team)
 - Disciple-making
 - Ministry directors
- Strategic Alignment Council (accountability) – This report calls for the creation of a new council that will help us align our programs and processes in order to fulfill our mission.

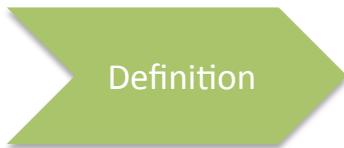


Alignment - The proper positioning or state of adjustment of parts (i.e., programs, ministries, etc.) in relation to one other.

Strategy Implementation

▪ **Next Generation Ministry Team**

- Purpose Statement: To equip parents, leaders, and all church members to embrace an integrated disciple-making strategy where **together** they lead the next generation to have a right relationship with God and others and to view themselves as God views them.



Next Generation – The next generation focus includes children ages birth through college and their parents.

▪ **Senior Adult Ministry Team**

- Purpose Statement: To design and implement a ministry strategy for senior adults that honors their service and utilizes their experience, while challenging them to continue in their spiritual growth.

▪ **Men's Ministry Team**

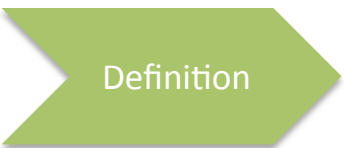
- Purpose Statement: To design and implement an intergenerational ministry strategy for men that cultivates Christ-centered mentoring and accountability.

▪ **Women's Ministry Team**

- Purpose Statement: To implement a strategy for women that fosters intergenerational community, provides a safe environment to connect to God, and leads women to live out their purpose in Christ.

▪ **Member Mobilization Team**

- Purpose Statement: To equip members to use their spiritual gifts, passions, abilities, personalities, and experiences to fulfill the mission of the church.



Mobilize – To assemble and make ready for war; to marshal (as resources) for action.

▪ **Acts 1:8 Team**

- Purpose Statement: To design and implement a comprehensive mission strategy that fulfills the Acts 1:8 mandate.



Acts 1:8 – “But you will receive power when the Holy Spirit has come upon you, and you will be my witnesses in Jerusalem, Judea and Samaria, and to the end of the earth.”

Strategy Support

- Legacy Committee
- Personnel Committee
- Properties Committee
- Stewardship Committee

STRATEGIC ALIGNMENT COUNCIL

Illustration: What happens when your car is out of alignment?

Purpose

- The Strategic Alignment Council exists to provide accountability for our pastors/ministry directors and our strategy implementation teams as they lead the church to accomplish its mission. The council seeks to align all of the programs and processes of the church in order to avoid duplication of effort and dilution of resources.

Responsibilities

- Replaces Church Council (see accompanying revision of Bylaws)
- Officers of Strategic Alignment Council replace the Board of Trustees (see accompanying revision of Bylaws)
- Replaces Nominating Committee and nominates members for strategy implementation and support teams
- Reviews/approves ministry programming
- Provides accountability/evaluation for senior pastor (annual performance review)
- Prepares an annual review for the congregation

Members

- Deacon chair
- Personnel Committee chair
- Properties Committee chair
- Stewardship Committee chair
- Six members-at-large (three-year, rotating terms)
- Senior Pastor

Qualifications

- Member of Lawrenceville First for minimum of two consecutive years (effective January 1, 2013)
- “Graduate” of spiritual leadership development institute (effective January 1, 2013)
- Consistent evidence of spiritual maturity and spirit of unity

IMPLEMENTATION TIMELINE

Sunday, May 15, 2011

- Present 15 x 15 report to members

Wednesday, May 18, 2011, 6pm

- Q & A Session

Sunday, May 22, 2011, 6pm

- Q & A Session

Wednesday, May 25, 2011, 6pm

- Q & A Session

Wednesday, June 1, 2011, 6pm

- Q & A Session

Sunday, June 5, 2011

- Congregational vote following morning worship service
- Strategic Alignment Council formed through approval of amendments to bylaws (Strategic Alignment Council replaces Board of Trustees, Church Council, and Nominating Committee)

June-December 2011

- Bylaws Review Task Force formed (task force members nominated by the Strategic Alignment Council and approved by the congregation)
- Existing committees continue to function as needed but begin transition planning with the Strategic Alignment Council
- Strategic Alignment Council develops list of nominees for 2012 strategy implementation/support team (completed by October 15, 2011)
- Bylaws Review Task Force submits revised bylaws to the congregation by December 1, 2011
- Strategic Alignment Council develops pilot program for spiritual leadership development institute (completed by January 1, 2012)

January 1, 2012

- All strategy implementation and strategy support teams are fully functional.