



PATH TO THE FUTURE

REPORT FROM THE STRATEGIC PLANNING TEAM

Presented to First Baptist Church

October 2007

PATH TO THE FUTURE

RECOMMENDATION SUMMARY

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Introduction and Background

The strategic planning team was formed in February 2007 and was tasked with updating the ministry plan, *A Mission to Fulfill*, produced by the Forward Vision Team and approved by the congregation in December 2001. Members of the Strategic Planning Team include: Danny Barker (team leader), Tony Caldwell, Ann Christian, Tom Crawford, Bill Godwin, Patsy Hale, Cliff Jones, Margaret Miller, Wayne Pitchford, and Marilyn Speake. The team has held nineteen meetings of the full team plus breakout sessions by members of the team working in workgroups. The team has read books, watched training videos, and gathered data. A survey of church members was taken. We identified the church strengths, weaknesses, limitations, and opportunities. The weaknesses and opportunities are addressed in the recommendation sections of this report.

Church Profile

If someone new to our community was seeking a church home asked about the various churches in town, how should an objective outsider describe First Baptist?

- We are a growing church.
- Sunday School is a significant strength of the church.
- Many join First Baptist for its children's and youth ministries.
- We are a teaching church and biblically strong.
- By and large, our church is composed of middle to upper-middle class people.
 - ◊ Many hold white collar jobs or work in professional offices.
 - ◊ Over 70% of our members have education beyond the high school level.
 - ◊ 63% have incomes over \$50,000.
- We have a very good mix of age ranges. The largest gap is probably with the 20-30 age groups. A possible reason for this is there is not a good Sunday school option for individuals in their early to mid 20's, especially those who are not married.
- We are a church that knows and believes in our mission statement.
- We have very caring fellowship (especially for our own membership)

Based from survey information and team research: when asked, “What one thing influenced you to join First Baptist?” the most often given answers were:

- Pastor
- People are friendly/welcomed by members
- Youth Program
- Biblical Principles

When asked, “What do you believe our Church does best?” the most often given answers were:

- The pastor’s sermons and teaching methods
- Love, care, and support of members
- Making guests and members feel welcomed and at home
- Sunday School

Strengths of the Church

Mission Statement and Church Principles

We have reviewed our mission statement and church principles and found them to be a strength of the church. These provide clear guidance as to what we are supposed to be doing. They also help us recognize things we shouldn’t do. Trying to attempt areas which are not in our mission statement, sap energy, time, and resources from our mission. The good can be the enemy of the best.

Growth

Sunday School and Church Attendance Averages indicate First Baptist remains in a growth posture. Worship attendance from 2005 to 2007 has increased 11.4% and Sunday School Attendance has increased 8.2%, which indicates a slow, but steady growth. Per static’s based from the Membership Surveys 14.66% of the adult members and 25% of the youth members joined the Church with-in the past 3 to 5 years.

Loving Fellowship and Caring Acts

Based from membership survey results members feel love, care, and support for members is one of the stronger areas within the church. A warm caring

and supportive congregation was listed among the top reasons why individuals joined the church.

Morale

Morale in the Church is good. 85.5% on those completing membership surveys stated they feel they are vital part of the Church Family, 59% are involved as a member of a ministry team or class worker and another 8% would like to be an active member. 97.3% of respondents are active, involved members of a Sunday School Class and 86.2% of those responding stated they felt closer in their relationship to Christ than they did 5 years ago.

Sunday School

Sunday School continues to be a key strength of the church. As Sunday School grows so does the church. Dedicated teachers and outreach leaders provide biblical instruction, prayer, nurturing fellowship, and caring acts to their members and visitors.

Youth/Children's Ministry

Our student ministry for youth, grades 7-12, has the goal of developing students into disciples and equipping them to stand for Christ in the world. This includes Bible study and discipleship groups to develop character and train witnesses prepared to explain the Christian faith. This long-standing approach, now aided by the addition of new facilities, has attracted numerous families to First Baptist. The student ministry is led by the Minister of Students working together with the Youth Ministry Team. Likewise, the presence of pre-schoolers and children has attracted other families to our church. The pre-School and children's ministry teams have been overseeing activities for these age groups with growing effectiveness.

Spiritual Growth

The increase of attendance in both Sunday School and Morning Worship Services would indicate both members and visitors, which enter through the doors of First Baptist hunger for spiritual growth.

Opportunities for growth are provided through the pastor's sermons and teaching methods, Sunday School, and Discipleship Training. 86.2% of those responding to the membership surveys stated they felt closer in their relationship to Christ than they did five years ago.

Facility

The Member's decision to relocate First Baptist Church to Friendship Road in September 2004 is a key and deciding factor in the Churches continued growth.

In 2006, when growth exceeded capacity, the members of First Baptist demonstrated their faith and trust in the Lord by voting to expedite the Phase II Building more commonly known as the Youth Wing ahead of schedule. Both facilities enable First Baptist to offer Large Church activities, with a small church feel.

Advancements Under Way

Some things the team has discussed have already begun to be implemented as our work was in progress:

- Children's Church: *Worship Kidstyle* began September 9, 2007
- Preschool & Children's Ministry Director: This part-time staff position has been recommended to the deacons by the personnel committee. This position will start June 2008 if approved by church (see pages 14-16, especially page 16).
- A Men's Ministry Team is in the shakedown trial-run year before becoming an official team
- Transportation Assets: In their recommendation, the Senior Adult Ministry Team stated the need for updated Church Transportation. Due to the fact a bus fund has already been established by the church, in order for un-solicited donations to be made and the fact the Transportation Team is working on this issue, an additional recommendation was not made by the Strategic Planning Team. However, the team did forward this recommendation to the Transportation Team for their information.

Recommendations

We are recommending strengthening our church by taking the following action steps:

Recommendation 1: Have a Greater Emphasis on Evangelism

The Forward Vision Team presented and the church approved the evangelism strategy below in December 2001. It strongly addresses getting people In Our Sphere of Influence, In the Doors, and Sowing the Gospel to bring people into the Kingdom.

Strategy Statement

We will provide positive experiences to expose Tallassee area families to the Gospel, give them opportunities to explore the Christian message, to receive God's grace, and to become devoted disciples.

Positive Experiences

Most people have a “How I got burned at church” story. Many unbelievers need an experience that exposes them to the gospel in a positive way. Imagine a lost person taking part in a fishing tournament and then hearing a world-class fisherman telling some of the secrets of the sport and giving his testimony.

Exploring the Christian Message

Some people want to “kick the tires” and get an idea of what being a Christian is about and what it would be like. They want to think it over. The church should offer classes and programs to aid those facing such a decision.

Six Point Strategy to Reach the Greater Tallassee Area:

1. Family oriented programming
2. Intentional lifestyle evangelism
3. Satellite ministries
4. Non-threatening small groups
5. Planting new congregations
6. Quality facilities used as a base of operations

We reaffirm this strategy. At this point, we need to strengthen the “Intentionality ” aspect of “Intentional lifestyle evangelism.”

To strengthen our evangelistic impact, we recommend increasing the frequency with which we:

1. Provide our members evangelistic materials to give away
2. Provide our members evangelistic events to invite their friends to
3. Train our members in one basic presentation of the Gospel which they can share

Our goal should be for the evangelized to become the evangelist.

Transfer Growth and Conversion Growth

It has been often remarked that the majority of our growth in recent years has come by transfer growth and not conversion growth. It should be noted that for some joining First Baptist represented a fresh start spiritually, or increased spiritual growth. So transfer growth has had value in addition to bringing in some wonderful workers into our congregation. Transfer growth is not to be disdained as long as we are not attempting to steal sheep from other congregations. However, some progress has been observed evangelistically; baptisms increased from 76 baptisms in the years 1987 to 1996 to 124 baptisms in 1997 to 2006 (a 63% increase over the previous ten years). And we believe we can do better.

We should ask ourselves how we can make each existing church ministry more effective evangelistically.

Sunday School can be made more evangelistic by:

1. Seeking to enroll *lost prospects* and involving them in Bible study - exposing them to the Word of God, the people of God, and the love of God so that over a period of time, the Spirit of God does a work of God to bring them into the family of God.
2. Teaching evangelistically on a periodic basis.
3. Starting new classes with the express purpose of reaching new people - instead of everyone staying where we are comfortable, with our friends.
4. Every adult class having a functioning outreach leader and maintaining a prospect list.

Upward Basketball

1. Upward Basketball coaches can be trained more thoroughly in how to present the Gospel to during the evangelistic devotionals during the season.
2. Special attention can be given to evangelistic testimonies and concentrating on appealing to men during the half-time devotionals, some of whom will attend sporting events, but not church.
3. We endorse a recommendation received from the Upward Ministry Team: In order to ensure the Gospel is provided to all in attendance, we recommend an Upward Evangelistic Team be created to assist the present Upward Ministry Team. The mission of this team would be to emphasize evangelism during practice sessions and on game days by greeting those in the crowd, handing out tracks, inviting families to church, etc. As stated in their recommendation, the members of the Upward Ministry Team are busy making sure games stay on schedule, and doing hands-on things required each Saturday. Having the additional help of an Upward Evangelistic Team would ensure the effectiveness of the Upward Program in winning people to Jesus.

Every Member Evangelism

Evangelism is the responsibility of every member, not just the pastor and staff. When evangelistic resources are made available to give to our friends, success requires that members take advantage. When there are evangelistic events to invite our friends to, results depend on members inviting their friends. The strategy is simple and not confrontational, but members must take ownership for it to work.

Advertising

We recommend that monies for advertising be increased in 2009, in order to include the use of TV spots to promote what First Baptist has to offer and that all available media be used to announce and promote evangelistic events to the community and surrounding area.

Recommendation 2: Help Sponsor a New African-American Southern Baptist Church in Tallassee

We cannot reach every people group in our area ourselves alone; so starting a new work to reach a new people group is the most effective course of action. This is part of our existing evangelistic strategy.

23% of the population within a five mile ring of First Baptist is African-American. That represents 2100 people.

We should budget to support this work financially. It should be our goal to partner with other Southern Baptists to help establish a new church to reach this people group by 2009.

Recommendation 3: Develop a Disciple-Making Process

We encourage the church to embrace a process that moves people through the following process of evangelism and discipleship:

Come and See	<i>In Our Sphere of Influence</i> <i>In the Door</i>
Come and Follow	<i>In the Kingdom</i> <i>In the Church</i>
Come Be With Me	<i>In Training</i>
Go and Tell	<i>In the World</i>
Remain in Me	<i>In Fellowship</i>

Four Ways in Which We Want to Help People Grow:

1. **Competencies** (6 main functions of the church, how to worship, study the Bible, pray, witness, etc.)
2. **Character** (Growing in Christ-likeness)
3. **Consecration** (Complete reliance on the Holy Spirit, the Spirit-filled life)
4. **Christian Service** (Spiritual gifts, leadership training, team ministry training)

New Member Involvement Team

Our New Member Involvement Team has the goal of helping new members become involved in First Baptist. They will be key in helping to implement this strategy.

Membership involvement is indicated by these seven characteristics:

1. Attends worship services regularly
2. Can identify seven new friends in the church
3. Is an active member of a Sunday School class
4. Invites friends & family to attend this church
5. Shares the vision and goals of the church
6. Supports the church financially
7. Serves the Lord in at least one way through this church

Teaching Ministry Leadership Team

The Teaching Ministry Leadership Team will also have a central role in this disciple-making process as they design groups and events to train members in Christian living and to equip them for Christian service. Signs of spiritual movement will include:

- Moving from “hearer of the Word” to “doer of the Word”
 - Moving from “friendship” to “fellowship”
 - Moving from “public listener” to “personal quiet time”
 - Moving from “church inviter” to “Christian witness”
 - Moving from “vision sharer” to “able to articulate the vision”
 - Moving from “contributor” to “faithful steward”(tithing & giving offerings)
 - Moving from “helping out” to “knowing one’s spiritual gift and using it”
- (And according to gifts and character, from “involvement” to “leadership”)

Personal Trainers and New Member Classes

As part of the work of involving new members and equipping them for Christian living and Christian service, we will need a definite plan offering “personal trainers” to get new believers grounded in their faith and on their way in spiritual growth. There aren’t always enough people in the same age group for a new member’s class, but an individualized program with personal trainers for people of various age groups could work well.

In addition to the current Sunday School class leaders (teacher, outreach leader, fellowship leader, prayer leader, and care group leaders), a Growth Agent could be

added. This person would stay informed of discipleship and training opportunities and, on a one-on-one basis, personally encourage fellow class members to take advantage of these growth opportunities.

Also New Member classes could be started along these lines:

101 Class: Knowing Christ

201 Class: The Body of Christ (membership information class)

301 Class: Serving Christ

401 Class: Sharing Christ

We would have to find a way to address the question of those who are already members, but new members should be expected to participate.

Recommendation 4: Raise Our Prayer Ministry to the Next Level

Our annual prayer week is a strong point of the church calendar. We feel the results for weeks and months after prayer week is over. We also have a prayer group made available led by the prayer team during Discipleship Training; not so many members take advantage of this as they ought. Also, our deacons sponsor a men's prayer meeting at 8:30 on Sunday mornings in the prayer room. Our recommendations concerning the prayer ministry are:

- For the church body at large to increase our level of participation and interest in prayer.
- Schedule more prayer events and training to move our prayer ministry from occasional events more toward an ongoing ministry. We feel this would be a major spiritual component in having a greater impact evangelistically.

Recommendation 5: Create A Path to Leadership

We believe there should be a path to leadership. Here is why:

1. Leadership should be earned.
2. If it isn't earned, on what basis will people hold positions of leadership?
There is no other basis for selection other than popularity.
3. As we grow larger, we won't know the personal history of each member as we used to. We need a way to know if we are putting people into positions of leadership who have the character for the office.

4. People should be equipped for leadership in the church. It is a different kind of leadership in a different kind of organization. While many skills carry over, there are specific aspects of Christian leadership in the Lord's church.

Deacons

While the team believes we have some very fine deacons, input from deacons themselves indicates the desire for deacon training. Instead of new deacons having to learn the nature of the responsibilities on the job, a deacon preparation program would be helpful. We would like to refer the following recommendations to the deacon body for their consideration:

1. We would encourage the deacon body to view as a group the two video sessions by Bill Hull, *Philosophy of Disciple Making*.
2. To be eligible for selection as deacon, a man should already have taken the 101, 201, 301, and 401 Christian living, membership information courses offered to members.
3. There should be a job description for deacons so that nominees may consider the responsibilities before deciding whether to accept the office.
4. There should be a deacon orientation covering everything we ask our deacons to do. This would include an explanation of how we conduct our business here at First Baptist, our particular vision at First Baptist Church, ministry skills, and training in evangelism.
5. There should be a way of taking into consideration a person who has moved his membership here from another church and has experience as a deacon.
6. There should be a process for taking deacon experience into consideration.
7. While the deacons are responsible to oversee their own body, these recommendations were embraced by the deacons on our team. We commend these recommendations to the deacons for their consideration.

Sunday School Teachers

1. We recommend the Teaching Ministry Leadership Team establish a teacher's covenant for those working in Sunday School that would cover the responsibilities, expectations, character, and skills required of Sunday School teachers (and other leaders as needed) of the various age groups.
2. We would recommend that no one be given the responsibility of teaching a class only after they have served as a teacher's apprentice in one of our classes (or some other process for preschool and children's classes). This gives

us the opportunity to observe their character, knowledge, skill-set, and spiritual gifts (It is a principle similar to that found in 1st Timothy 3:10: “And they must also be tested first; if they prove blameless, then they can serve as deacons.”).

Recommendation 6: Accept Our Role as a Regional Church

The twenty-minute drive-time to First Baptist Church that Glenn Akins discussed with us in 2001 is becoming more and more of a reality. We must understand this role and take steps to build on it. This will impact such areas as our advertising, staffing, and our new member involvement process. Our youth ministry may begin to include students from schools other than Tallassee. It will also have an impact on the special events we sponsor; people from smaller churches in our area will attend more and more of these. Our relationships with smaller congregations in our area will change. We will find that we will have more opportunities to be of assistance to these sister churches. However, it also means that combined events with them will be more awkward. Such combined events would draw smaller numbers of our members than our own in-house programming. Sometimes, we will have to make choices in the best interest of the people the Lord has given to our care.

Recommendation 7: Prepare for Future Staffing

In 2006 our personnel committee presented the church a rough draft of a master staffing plan. According to Aubrey Malphurs, “A major reason why a church plateaus is that it does not have enough staff or the right staff to take it to the next level. As churches grow there is a need for new and different leadership skills and abilities on the part of the staff.” He remarks that the best time to add such new talent is “before you have the need... before you plateau or things start falling between the cracks.” When you call the right persons they more than pay for themselves in a short time since they attract new families to the church. (pp. 220-221).

Staffed for Growth, Plateau, or Decline?

At the present time are we staffed for growth, maintenance, or decline? The rule of thumb is:

GROWTH is most probable when the ratio of ministerial staff to resident membership is 100:1 or lower.

PLATEAU is most probable when this ratio is 100-150:1.

DECLINE is most probable when the ratio is 151:1 or higher.

First Baptist Church currently has a resident membership of 657 and 3 ministerial staff; this represents a ratio one ministerial staff member for every 219 resident members. Based on this formula we have determined First Baptist Church is positioned to reflect a decline unless additional staff is added.

How Other Churches Like Ours Are Staffed

We recently requested from the State Board of Missions a list of Alabama Baptist churches with 375 to 450 people in average Sunday School attendance.

Of the First Baptist Churches, here is how they were staffed:

Total Number of First Baptist Churches:	8
Range of Ministerial Staff Members Per Church:	4-7
Number with 4 Ministerial Staff Members:	1
Number with 5 Ministerial Staff Members:	4
Number with 6 Ministerial Staff Members:	2
Number with 7 Ministerial Staff Members:	1
Number with 3 or Less:	0
Average Ministerial Staff Per Church:	5.4

By Position: Other than Pastor and Music/Worship

Assistant Pastor	Adminis- tration	Administration in Combination ¹	Education	Education in Combination ²	Children	Preschool ³	Sr Adults
1	1	3	2	3	5	2	2

Notes:

¹ Administration: And Family, And Children, And Education

² Education: And Children, And Administration (2)

³ Does not include Day Care Directors (some churches have both)

Other Notes:

All eight congregations had a student (youth) minister, only one in a combination position (recreation).

All eight congregations had a music/worship minister, not one in a combination position.

Two churches had a paid extended session director.

5 of the 8 churches had a Minister of Education (2 in a full time position and 3 in a combination position).

4 of the 8 churches had a Administrative staff person (1 full time, 3 in a combination position)

Director of Preschool and Children

In August of this year, the personnel committee presented a plan to add a Director of Preschool and Children in June of 2008. This position will start as a part time position, but we expect that it will become full time later. However, this will not satisfy all our personnel needs. Though we have to be careful not to over-budget while we have large building payments, we need to add additional staff as we can afford to do so.

Staffing Down the Road

As we see it, the next two ministerial staff members for us (after adding a director of preschool and children's ministries) would be:

A Minister of Discipleship and Education

Notice these items from the "Issues that Surfaced" document from the Forward Vision Team:

- Leadership Training*
- Worker Training*
- Deacon/New Deacon Training*
- Membership Class*
- Membership Class for children and youth*
- Every member ministry*
- Training in Spiritual Gifts*
- Stewardship Training*
- Stewardship Promotion Events*
- Encouraging Stewardship of Life*
- Making disciples and disciple-makers*
- Training in basic Baptist doctrines*
- Training in Evangelism*

All of these items relate to the functions of a Minister of Education & Discipleship.

A Minister of Senior Adults and Pastoral Care

A Minister of Administration & Pastoral Care would assist the pastor in taking care of homebound and hospital visitation and in administration. Clearly, the more members we have to care for, the more help will be needed.

Secretaries: In regard to secretarial help, we believe a *publications secretary* would be our next secretary.

Recommendation 8: Move to Two Services/Two Sunday Schools

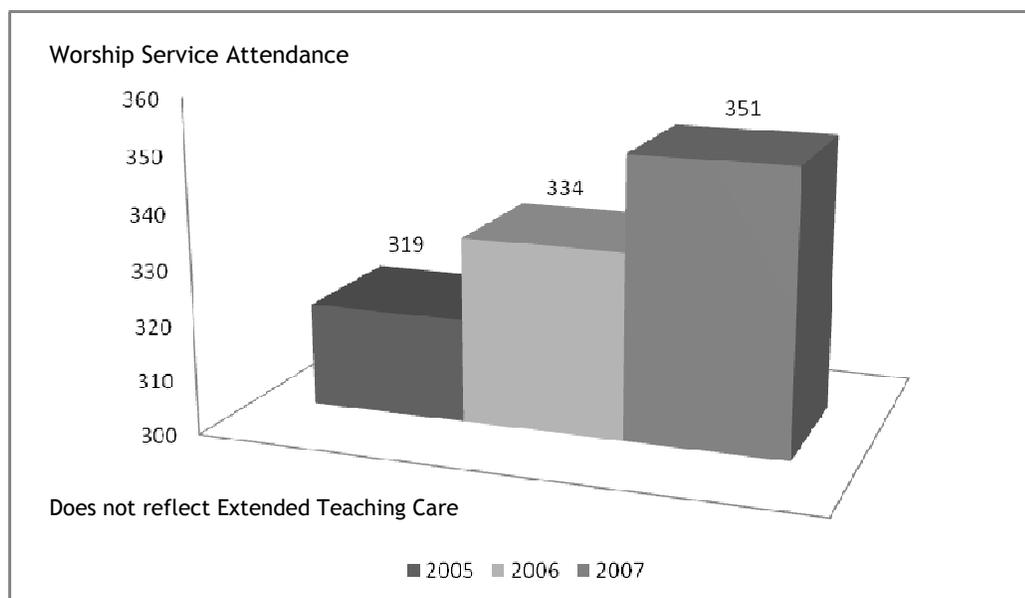
We should move to a “flip-flop schedule” in late 2008 or early 2009. A “flip-flop” Sunday School and Worship schedule would have one Sunday School and one worship service going on at the same time. In the second session they would flip-flop and those in worship would go to Sunday School and those in Sunday School would go to worship. There would be a break between the two sessions.

Our Attendance

Our worship attendance averages over the past three years are shown on the bottom of this page and, since relocation, has increased by approximately 5% per year. If worship attendance continues to increase at that rate, attendance will reach 500 within five years—more than the maximum rated capacity of the worship center.

Our present worship center has a rated capacity of 450 and this means a capacity to average up to 360. This past year, our worship center averaged 78% of its capacity. The rule of thumb is that when space is 80% full, growth is impaired. The new *Worship Kidstyle* children’s church will free up some room in the worship center and buy us some time. Eventually, however, something will have to be done.

The rule of thumb for what a church can average in two worship services is 150% of the room’s capacity, which comes to 675 for our present worship center. The same rule of thumb applies to Sunday School (except preschool space as extended teaching care keeps them there for the worship service and the space is not freed up for a second Sunday School).



We have tried two Sunday Schools without good results – but that was with one worship service between the two Sunday Schools. A flip-flop schedule would work better.

Things that would have to be worked out with a flip-flop schedule:

1. The choir couldn't sing in both services without being late to Sunday School
2. Providing enough teachers/starting new classes
3. Youth would want/need to meet during one of the two Sunday Schools.
4. Some adults may not be able to attend worship with their children and be able to attend their first choice Sunday School class
5. Getting the attendance in both services evenly divided so that there are enough people in the room for a good climate in the room each time
6. Resolving such issues will require flexibility and a selfless commitment to the mission of the church

Advantages of a flip-flop schedule:

1. Everyone would be on the campus at the same time. Everything would be happening at once.
2. Everyone would arrive and get out at the same time; no one would have to stay late.
3. Increased space at no cost
4. No full blown capital campaign required
5. Less money spent on utilities, more money left for ministry
6. No waiting for construction of a new building to be completed
7. Increases both worship space and education space in one stroke
8. Provides significantly more room for more people

Thinking Ahead to Our Next Building

To provide the church a breather from heavy capital campaigns, the church has already decided to have a “capital campaign lite” to begin after the conclusion of *Growing by Faith* which ends in August 2008. This campaign would ask for a significant, though not sacrificial commitment from our members—33% to 40% of their previous pledges. This would give givers something of a break. Receipts would be used to pay down our indebtedness. As we advance after that, we may sometimes be able to build in smaller, bite-size pieces.

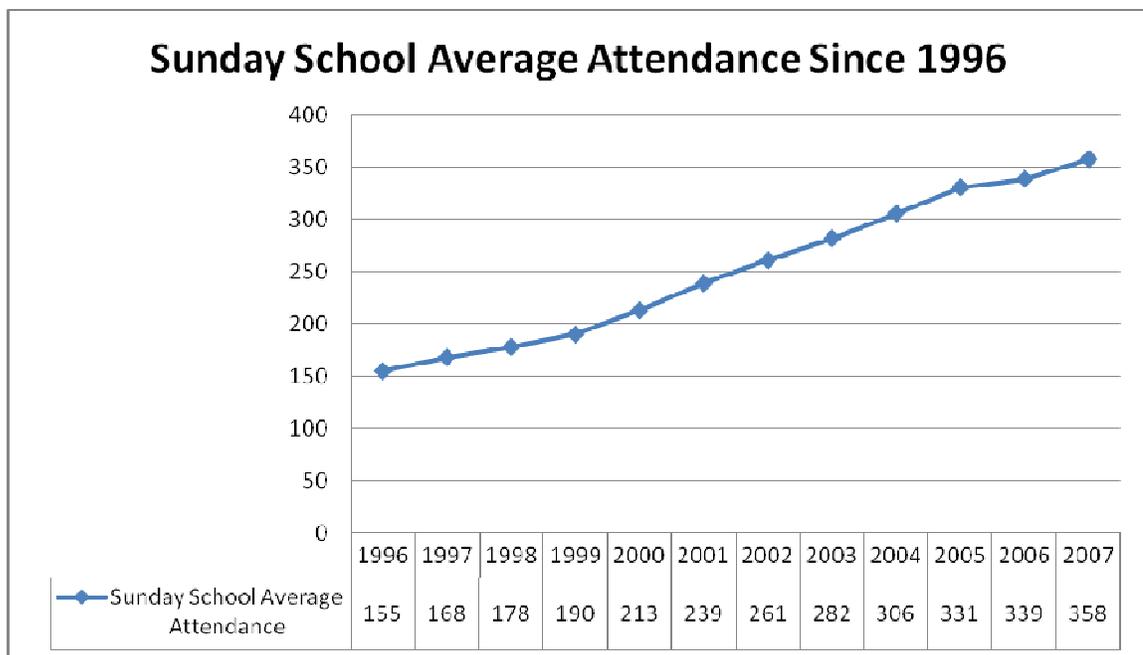
What follows is a look into the future:

Office Space

- We will need additional office space as we add additional staff members.
- To average 500 people, we will need a total of five offices for ministerial staff members and at least 3 secretarial offices.
- To average 750 people, we will need 7-8 offices for ministerial staff members and offices for at least four secretaries.
- We will need to provide office space even for part time staff members.

Education Space

The average attendance in Sunday School since 1996 is shown below:



Overall Sunday School Capacity

We could average in the range of 470 to 575 in the space we have presently and, with two Sunday Schools, we could average up to 1,000 in our present facilities - if every age group neatly filled their spaces. However, because we have built large rooms to provide space for the large classes we have, we have had to assign three classes to classrooms in the preschool wing and one class to one of the new children's classrooms. Thus, to start new adult classes, we will eventually need to build new adult classrooms, but in a smaller size. This is especially true if we want to get rid of the burden of the operable walls in the fellowship hall.

Capacities by Age Groups

Our current maximum capacities for each age division are listed below (shown in parentheses is 80% of the space's capacity which would represent the maximum possible attendance average for that space):

- **Preschool, Birth to K:** 101 (if all rooms in the preschool wing were used for preschool) (81) Don't forget, preschoolers don't attend worship services, so we can't use preschool space for two different groups of people. Adult classrooms, for example, can be shared by two different classes in different Sunday School sessions.
- **Children, Grades 1-6:** 104 (if all children's rooms were assigned to children) (83)
- **Youth, Grades 7-12:** 93 (74)
- **Adults, College Up:** 421 (without using choir rooms or prayer room) (337)

Education space is growth space. The next educational space we build should be adult Sunday School wing of approximately 12-20 rooms of around 325 square feet each.

Recreation Building

A recreation building should be built only after a recreational staff member is on staff to manage it. Such a building could be tied in with education space. When the time comes to build this building, we would want to design our recreation building with Upward Basketball in mind. We would also want to consider a craft room for senior adults, weight room, aerobic exercise room, and a walking track.

Fellowship Hall

The next fellowship hall will need a capacity in the range of 500 to 600. The rule of thumb for fellowship halls is 60% of Sunday School space (but a higher percentage in a small church or if in a rural area). Thus, we would want a fellowship hall with a capacity of at least 300 when we are averaging 500 and a capacity of 450 when we are averaging 750 in Sunday School. By the time we are able to fill up the ultimate worship center with a capacity of at least 1,000, we will need a fellowship hall with a capacity of 600 or more. Thus, the timing in building this facility will be important; if we were to build too small and too soon, we would have to turn around and build again later.

Next Worship Center

When we build it, it will need to have a capacity of 1,000 or more and it will be a multi-million dollar project. We will need to go to two worship services before building our ultimate worship center.

Recommendation 9: Provide for Follow-Through of this Plan

We recommend that the Strategic Planning Team remain intact over the next five years for the purpose of reviewing progress made on recommendations submitted in this report. We further recommend that the team meet a minimum of every six (6) months to review, conduct follow-ups with applicable Ministry Teams, and inform the Church Staff and Deacon Body of progress being made or lack thereof.

