

THE BEST IS YET TO COME

Grace Fellowship Strategic Plan



GRACE FELLOWSHIP OF GREENSBORO
1971 S. Main Street, Greensboro, Georgia 30642

Approved by the Elder Council on June 14, 2016

THE BEST IS YET TO COME!
GRACE FELLOWSHIP STRATEGIC DOCUMENT

Introduction

The Lord has blessed Grace Fellowship in so many ways. We have eclipsed the 10-year mark, and it is imperative that we pause and take a look at where we've been, where we are, and where the Lord may be leading in the years to come.

We began this process of planning many months ago. For a variety of reasons, it did not proceed in a linear fashion to a swift conclusion. It is with a great amount of joy that we share with you the results of this long and insightful journey toward a strategic plan to guide us over the next three to five years.

As you read this document, do so prayerfully. Seek how you can be a part of what God is doing through Grace Fellowship. In the next few pages, you will find history and statistics, as well as statements of purpose and dreams of what could be. You'll also find an honest assessment of our current status. Although we've experienced many successes and our membership has grown through the years, there are areas that are plateaued or have even experiencing some decline. Our church leadership sees this an opportunity to honestly and openly assess and critique where we are and move forward to embrace new methods of ministry without compromising the gospel message.

What you will not find are objectives and goals. This document is intended to provide guidance for our pastoral team, elders, deacons, and ministry teams as they set goals and objectives, and as we seek the Lord's guidance in adding additional staff, ministries, property, and facilities. The strategies you'll find here are not free-standing, disconnected emphases, rather the desire is for our strategies to be interconnected and supportive of each other as we move together toward our mission and vision. This document is not intended to restrict creativity, but to unleash creativity and empower members for ministry. It is not enough to "come" to church; we want to "be" the church!

Attached to the body of this Strategic Plan are a number of appendices. These include church and community data, our core values, and a glossary to help clarify terms.

May God continue to guide Grace Fellowship. May He find us faithful to the mission He has entrusted to us.

The Best Is Yet to Come!
Your Elder Council

History

A confluence of factors led to the growth of First Baptist Church of Greensboro (the mother church of Grace Fellowship) during the period of 1994 to 2003. Among those factors were:

- Strong, biblical preaching.
- Significant growth of the lake communities approximately 10 miles south of the interstate
- Limited options that provided Baptist doctrine and strong preaching.
- Phase out and elimination of manufacturing jobs in the northern part of the county and a rise in development in the lake area
- The effects of the changes in the county, from being among the poorest to being among the wealthiest, creating two very distinct socio-economic groups with an imaginary line at Interstate 20
- Membership of FBCG was overwhelmingly white and including educators, farm and land owners, professionals, small business owners, and middle and upper management of the remaining industrial and service enterprises

By 2003, the membership of FBCG had changed and was approximately 60% from the lake area. In 2003, the church was out of worship space, Sunday School space, and convenient parking. Mobile classrooms were added to house part of the growth. At that time, a study of the existing facilities was conducted and a preliminary design was done for construction of a new building and renovation of existing buildings. It was determined that this approach was not practical due to the age and deterioration of the existing buildings and that the changes would not help with the need for parking. A search for alternative sites and construction options was instituted.

A 16-acre site on Georgia Highway 44 was located and optioned. The church approved the relocation to that property by a vote of approximately 65% to 35%. After much dialogue and heartache, it became apparent that two different heartbeats for ministry existed within the one body. One group had strong family ties to the existing buildings and desired to maintain a more traditional downtown ministry. The other group sought to create a more “outside the walls” attitude taking God’s love and truth to the community.

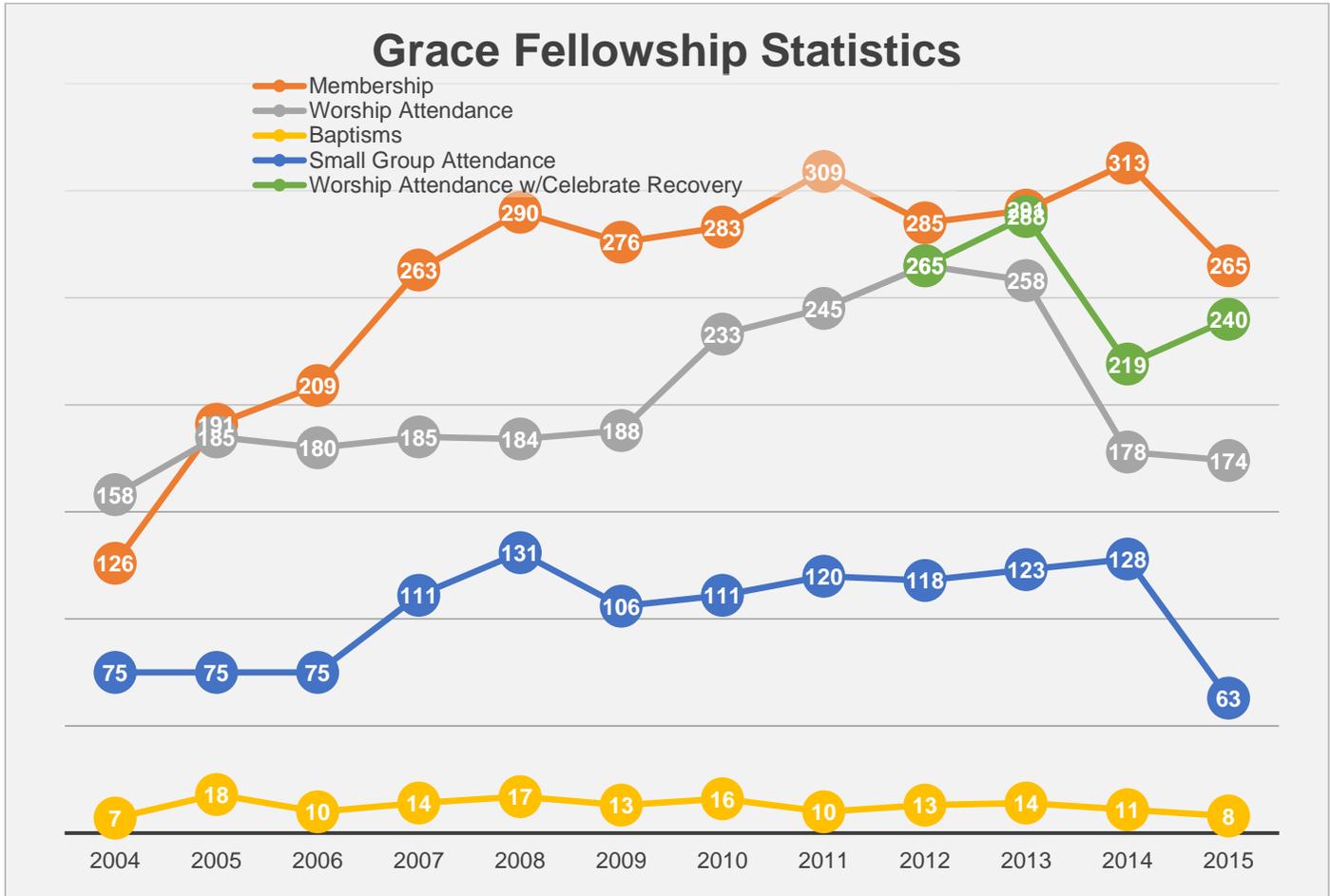
A small group of members representing both “heartbeats” met together to determine how to best move forward with sensitivity to the membership and the reputation of Jesus in the community. The decision was made to form 2 churches, and a plan was made. A motion to create a new church was made and passed overwhelmingly.

On July 4, 2004, Grace Fellowship became a reality as they met for their first worship service in the theater of Greene County High School. In the first month, there were over 100 members. Grace Fellowship was birthed with a desire to do whatever it takes to reach the Greene County and Lake Oconee area for Jesus Christ. That has not changed with many of our members serving in ministries outside the church walls in the local jail, crisis pregnancy center, drug addiction and recovery ministry, food bank, ministry to women, family restoration, feeding the poor and infirmed, and volunteering in the local schools.

It is significant to note that the site for Grace Fellowship’s campus was purposely located in the Greensboro area in order to more effectively meet needs in that area. This was done in spite of nearly 80% of the membership at that time living 10-15 miles away in the lake area. Our current attendance is more balanced, however the majority of our giving comes from those who live south of the interstate.

Church Statistics

It is said that the first role of a leader is to define reality. The pastoral team and members of the Strategy Planning Team considered a number of factors to help define reality when it comes to church health, among those were membership, worship attendance, baptisms, and small group attendance.



Membership declines in 2012 and 2015 were the result of moving members into “inactive” status. Worship attendance has declined by approximately 30% from highs achieved in 2011-2012. 2015 was also the year with the lowest number of baptisms recorded in any one-year period. Small group attendance has been essentially flat since 2007. The decline in 2015 reflects the elimination of “double counting” members who participate in more than one small group. Celebrate Recovery attendance has grown from an average of 30 attendees in 2013 and 41 in 2014 to 65 in 2015.

Considered together, it becomes readily apparent that Grace Fellowship needs a bold plan to move forward. We must not be satisfied to join the ranks of plateaued and declining churches. To do so would be to abdicate our role as salt and light in this community. Our prayer is that this document will motivate us to reach more people for Christ, unite more people with this church family, and connect more people in small groups where they can grow into faithful followers of Jesus who have a heart for His mission.

Please see Appendix B for Church Data

Our Community

Greene County and the Lake Oconee area are unique in Georgia. Over the last few decades, the region has changed significantly. Factories closed leaving many people out of work or forced into jobs with lower wages, Lake Oconee filled up and drew in people from all over the country. On average, the county went from being one of the poorest in Georgia to being one of the richest however we have significant portions of our population at both extremes of this economic spectrum. The changes have come with challenges, opportunities, frustration and some animosity.

Demographics clearly show the diversity that exists in the area. These differences in race, culture, socioeconomics, lifestyle preferences, etc., create divisions among our citizens. We believe that Grace Fellowship is uniquely positioned and called to reach across the divides and be a love-filled, peace-making community. Although we cannot literally be all things to all people, we can and must display that faith in Jesus Christ allows very different people to live and serve together in unity. “How good and pleasant it is when God’s people live together in unity!” (Psalm 133:1, NIV)

The diversity of the community is reflected in our membership and worship attendance at Grace Fellowship. While still predominantly white, we have a number of African Americans, Hispanic and Indian members. Our church includes the affluent, middle class, and poor; college graduates and high school dropouts; single parent and traditional families. The largest portion of our membership is over 50, but there are a number of younger adults, teens, and children.

Diversity is a challenge. Each segment has its own preferences and desires. We, however, view our diversity as a good thing. It is a testimony to the community around us of the power of the Gospel to unite people from varying backgrounds. It is also an opportunity for us to practice love and acceptance, and to learn from others who are not exactly like us.

This document is intended to guide our leaders in planning the future of Grace Fellowship and to inform current and future members of who we are as a church and where we believe God is leading us to go in the future. Instead of being fearful of differences, we encourage each member to look for the commonality we have as a part of God’s family and also rejoice in a God who brings us together under His banner of love.

Please see Appendix C for community data.

MISSION AND VISION

Mission

Grace Fellowship exists to glorify God by bringing people into a life-changing relationship with Jesus Christ.

Vision

Grace Fellowship is a community of believers where each person:

- Believes in Jesus Christ and has a growing faith
- Belongs to a small group where Christian relationships can develop and grow
- Becomes more like Jesus daily in attitude and action

Core Values

Please see the statement of our Core Values in Appendix A.
GF Strategic Plan

June 14, 2016

STRATEGIES

Worship

We will continually seek to understand and improve our pursuit of worship as defined by Scripture. This will focus us on both our individual acts and responsibilities in worshiping and the pursuit of excellence in corporate worship experiences.

What Is Our Purpose?

Our purpose in this ministry is to ensure each member, attendee, and guest can understand and experience biblical worship. We view each corporate worship experience as a culmination of the time we spend individually in intimate relationships with Jesus, as well as a catalyst to help us face the opportunities and challenges we will encounter. Our ultimate objective is helping all to embrace worship as a way of life, not simply an activity that takes place one hour each week.

How Will We Move Forward?

From a corporate worship perspective, Grace will endeavor to present an “offering of excellence to God” in all our worship gatherings. We will build upon the strong foundation of biblical preaching and teaching that has been a part of Grace Fellowship since our founding. This ministry will encourage each person to engage in daily personal worship and equip each person with the biblical concepts and practical resources needed to enhance their worship. We will be intentional in terms of teaching and helping those attending understand their individual responsibilities for personal worship. We will also teach what God desires of us in preparation for gathering together for the purpose of worship. Just as there are foundational elements essential to properly planning a corporate worship service, there are equally important foundational elements of preparation for corporate worship participants.

How Will We Evaluate It?

The Worship Team and pastoral team will develop objective metrics that can be used as one component of evaluation for the corporate worship service. Objective metrics may include but are not limited to: attendance, membership, percentage of guests in our service(s) each week, and decisions to accept Jesus Christ. More subjective metrics might include the extent to which people actively engage in lifting their voices in worship to God. One could, also, reasonably expect that as our individual and collective understanding and pursuit of worship increases, other positive outcomes outside of the “worship ministry per se” might include the percentage of church members attending small groups and/or actively engaged in missions and ministry activities both inside and outside of the church.

Small Groups

For Grace Fellowship to grow, we must have a vibrant small groups ministry. We desire to be a church OF small groups where these groups are central to what we do as a church. It is in these small groups where strong connection to the church occurs, authentic relationships are built, Biblical truths are examined and applied, and spiritual growth is displayed through serving and sharing outside the walls of the church. In short, it is a smaller community within the bigger church where each person can BELIEVE, BELONG, and BECOME.

Grace Fellowship believes that the heart of the Great Commission is to make disciples. Making disciples includes leading people to faith in Jesus, but it also includes growing believers in their faith. Our desire is to be intentional about discipleship and spiritual growth for each member and those who attend regularly.

What Is Our Purpose?

The main focus of our small group ministry is to connect with people and develop fully devoted followers of Jesus Christ who also have a passion to make disciples. Small groups are opportunities to strengthen and equip believers, to build relationships with one another, to build bridges into the lives of the unchurched, and to better understand the vision of Grace Fellowship and live it out more fully.

How Will We Move Forward?

Making disciples is a non-negotiable for Grace Fellowship. While all ministries of the church contribute to making disciples, we view small groups as the key ministry for disciple making. Grace Fellowship will form, support and promote small groups in order to connect people of all ages to God's Word, to one another, and to our mission. We will teach the importance, value, and role of small groups and encourage each member, regular attendee, and guest to become a part of a small group. While not neglecting the essential elements of Scripture and prayer, we will be creative in the formation of new groups. The small groups of Grace Fellowship will be intentional about reaching the unchurched, maturing believers, building authentic relationships, serving others, praying, and building a biblical foundation for life. Small groups will intentionally span a variety of meeting times, locations, and formats in order to effectively connect with the diverse nature of our church membership and the surrounding community. The Small Group Team will develop and implement approaches to effectively engage each member in living out the vision to believe, belong, and become. Ministry and outreach will be part of each small group through individual group activities as well as joining with other small groups for church wide events. The SGT will, at least annually, provide training for current and future small group leaders.

How Will We Evaluate?

The Small Groups Team (SGT), with input from the pastoral staff, will establish and track metrics to evaluate the effectiveness of this ministry. These metrics may include a comparison of church membership and worship attendance to small group membership and attendance. The SGT will regularly evaluate and act on the need /opportunity for establishing new small groups to engage and meet the needs of our current and our future congregation. Training opportunities should be evaluated to determine how leaders and facilitators might be best equipped. It will also be important for the SGT to periodically visit each small group and also to anticipate and address necessary space requirements for existing and potential new small groups through appropriate channels.

Student Ministry

In addition to a strong adult small group ministry, a healthy church needs a vibrant, biblical, disciple-making student ministry. 85% of all those who accept Christ in the United States, do so between the ages of 4-14 (Barna Research Group), and with each successive generation, the commitment to being part of a local church wanes (Pew Research Center). For the future of the worldwide church and for the health and growth of Grace Fellowship, it is imperative that we develop a strategy to reach and disciple students.

What Is Our Purpose?

Grace Fellowship is committed to leading children and teens into a life-changing relationship with Jesus Christ. The primary focus of our student ministry will be to develop fully devoted followers of Jesus Christ who also have a passion to make disciples. The role of Grace is to come alongside the families of students and therefore will collaborate with the small groups ministry in order to reach the students' parents/guardians. In some cases, Grace Fellowship may be the "family" to some students.

How Will We Move Forward?

Ministry to children and teens does not happen in isolation. The whole church, not just a pastor or handful of volunteers, is responsible for the spiritual well being of the younger generations. Grace Fellowship will emphasize the importance of student ministry and encourage adults to invest in the lives of our students in some way. We will ensure all volunteers have appropriate training to fulfill their roles.

Our ministry to students will be a comprehensive plan from preschool through high school focusing on what we want our students to learn and experience as they progress and with consideration for how students at varying ages learn and interact. We will do this through age-appropriate biblical teaching, helping students form positive peer relationships, and helping each student understand their role in serving others and sharing the good news of Jesus.

Objectives for the Student Ministry are to introduce non-believers to Christ, nurture the spiritual growth of those who have received Christ, develop and implement a systematic process of discipleship, provide age-appropriate, service/missions experiences, and integrate the students into the larger life of Grace Fellowship. As with ministry to adults, the aim of the Student Ministry should be to help students better understand and live out our vision to believe, belong, and become. Our desire is that by the time a student graduates, he or she will have a relationship with Jesus Christ, a strong commitment to the local church, a desire to reach the unreached with the gospel, and a lifelong habit of prayer and Bible reading.

How Will We Evaluate?

Led by the Student Pastor, the Student Ministry team will develop metrics to gauge the effectiveness of the student ministry based on the church's vision to lead children and youth to believe, belong, and become. These metrics may include attendance, volunteer participation, baptisms, and involvement in missions and service opportunities. Facility and material /equipment needs for student ministry should be assessed and addressed through proper channels. Annual action plans and goals will be created with the intention of driving improvement year over year.

Missions and Evangelism

Christians are called to be a missionary people. As recorded in Acts 1:8, Jesus promises power from the Holy Spirit and called His followers to be His witnesses beginning where they were, and carrying the message of Jesus to the ends of the earth. This mandate did not expire with the first century. Both the plight of those apart from Jesus and the power of the Gospel to save them compel us to share the good news of Jesus Christ with people who are in our own neighborhoods and those who dwell in the farthest reaches of the globe.

What Is Our Purpose?

Grace Fellowship is committed to fulfilling its mission of reaching the lost with the Gospel of Jesus, who is the only hope of salvation for lost and sinful mankind (John 14:6). We affirm that it is the call of every believer to share the gospel and every local church to equip their members to do so. We will act upon this conviction to carry out this mission with passion.

Our church has a long history of faithful support of missions through praying, giving, and going. We have sent members on short-term mission trips to support the efforts of missionaries, and adopted an unreached people group as a prayer focus. Our desire is to continue to promote and expand our efforts, and to raise the level of expectation for members to share their faith as a normal part of their daily lives.

How Will We Move Forward?

With support and input from the pastoral staff, the Evangelism/Outreach Team and Missions Team will build on the foundation that has been laid. The Evangelism Team will promote evangelistic efforts both church-wide and through the small groups. They will provide ongoing evangelism training each year and encourage all members to embrace evangelism, not as a church program, but as a way of life. A key role of the Missions Team and Evangelism/Outreach Team is to explore new avenues to share the gospel in our community.

The Missions Team will educate the church on the importance of missions and promote involvement through praying, giving, and going. This team is also tasked with finding creative ways to build bridges across racial, cultural, and economic divides, whether overseas or in our own community.

How Will We Evaluate?

The Evangelism/Outreach Team will develop a calendar of outreach and training events each year and gauge their effectiveness based on content and participation. This team will work with the outreach leaders of each small group to support missions and evangelism, monitor follow up of first-time guests, and track annual baptisms.

The Missions Team will examine the various missions and ministry organizations we financially support to gauge their effectiveness and worthiness for continued support, and evaluate new opportunities to move our members to be engaged in ministry outside the church walls. In addition, the team will track involvement in missions by church members and giving to mission causes.

Both teams will create annual action plans and goals with the intention of driving improvement year over year.

Ministry

From the first day Grace Fellowship was formed, the church was committed to promoting individual and corporate acts of kindness. Serving others in Jesus' name was and will continue to be woven into the DNA of Grace Fellowship. Throughout Scripture, we read that God's people are to be charitable and do good to others. The parable of the Good Samaritan teaches us that being a good neighbor and helping others in need is Jesus' desire for us. We are to care for the needs of our families, our fellow believers, and those outside our fellowship.

What Is Our Purpose?

Grace Fellowship will follow the call of Jesus to be salt and light in our community and to our world. Genuine faith in Christ leads to loving service toward those in need. We serve others out of compassion and with a desire to see both their physical and spiritual needs met. This gospel of Jesus Christ is not only to be spoken; it is also to be seen in our good works toward others.

How Will We Move Forward?

Each person is encouraged to find places of service both to those within this local body of Christ and to those outside the walls of the church building. Grace Fellowship will highlight and promote service opportunities to individuals and through small groups to help members put their passions and gifts into action. This will effectively engage a greater number of people and increase excitement for serving. Our approach necessitates the maintenance of an up to date list of ministries and organizations along with accurate contact information. The information will also be available to individuals, families, and small groups so that they can select needs and opportunities that fit their capabilities and interests. Grace Fellowship will communicate the expectation that every member and every small group can and should serve others in Jesus' name.

How Will We Evaluate?

The Evangelism/Outreach Team will review the list of ministry options annually to determine changes. They will contact the outreach leader from each small group to ascertain in what ways the group has served during the calendar year. Annual action plans and goals will be created with the intention of driving improvement year over year.

Prayer

Prayer is indispensable in the life of the individual believer and in the church of Jesus Christ, thus prayer should both underpin and permeate every aspect of ministry of Grace Fellowship. Prayer cannot simply be one ministry among many; it must be fully integrated into all we do. As our core values state: There is much we can do after we pray; but there's nothing worth doing until we pray.

What Is Our Purpose?

In order to fulfill God's vision for Grace Fellowship that each person believes, belongs, and becomes, we must be a people of prayer. Prayer is the foundation upon which everything is built and the mortar that holds together all that we do. The prayer ministry of Grace Fellowship, therefore cannot be seen as a ministry disconnected from all other Grace ministries. The aim of the prayer ministry is to support the overall ministry of the church through prayer. Our desire is to encourage personal prayer for all members, regular attendees, and guests. Prayer is the atmosphere in which all other areas of ministry, individually and corporately, breathe, and therefore find their life. Without it, the ministry eventually suffocates.

How Will We Move Forward?

Because of the importance of prayer to the life of the church, Grace Fellowship will be intentional about promoting prayer, providing opportunities to gather for prayer, and giving focus to specific prayer needs. We will provide regular and special times of prayer, instruction on praying, and a channel for prayer needs to communicate prayer needs from individuals to our small groups, prayer groups, and the whole church family. In addition, the prayer team will work with the prayer leader in each small group to insure that prayer needs are received from the small groups and other needs are channeled to the group. The Prayer Team is to seek creative ways to promote prayer in small groups and in larger gatherings, as well as provide resources and encouragement to encourage prayers in the lives and families of our members and regular attendees. The Prayer Team will focus on having regular gatherings for prayer and, with input from the pastoral team, call for special times of prayer.

How Will We Evaluate?

The Prayer Team will develop a method of tracking participation in regularly scheduled and special prayer events whether these occur on or off the Grace Fellowship campus. Contact with the prayer leader in each small group will be established to ensure that prayer needs are both received and disseminated effectively. Annual action plans and goals will be created with the intention of increasing involvement in corporate prayer each year.

PRIORITIES

Informed on the analysis of both our church and our community, undergirded by seeking the Lord through prayer, and based on our desire to fulfill our mission and vision, the Elder Council sees three priorities that will require intentional focus if we are to reach the lost, connect them in the body, and minister to the spiritual and physical needs of the congregation and community. This does not mean that other areas of ministry are unimportant, only that these three will receive special attention and be evaluated most closely. These priorities are: Small Groups and Discipleship, Student and Family Ministry, and Worship. Please note that each year the pastoral team and Elder Council will review the priorities to determine changes that need to be made. It is recommended that no more than three areas of ministry be prioritized to maximize the effectiveness in fulfilling our mission.

Small Groups and Discipleship

“Community is deeply grounded in the nature of God. It flows from who God is. Because he is community, he creates community. It is his gift of himself to humans. Therefore, the making of community may not be regarded as an optional decision for Christians. It is a compelling and irrevocable necessity, a binding divine mandate for all believers at all times.” (Gilbert Bilezikian, Community 101)

Community rarely happens by accident. The small group ministry is about developing authentic relationships in a Christian community. It is grounded in God’s Word and strengthened by prayer. Our desire is to see people growing deeper in their faith, closer in their relationships with one another, and more passionate about serving others and sharing Jesus.

Students and Families

Without ignoring the variety of needs within the life of the church and community, we will place a strong emphasis on reaching and connecting students and family. We cannot focus solely on children or youth. To be effective, we must engage the entire family addressing both their felt needs and, more importantly, their deepest spiritual needs.

This effort will require a concerted commitment from the entire church. Our ministry to students and their families cannot be a short-term emphasis, but must be a key driver as we plan future facilities, ministries, and additional staff.

A Lifestyle of Worship

The worship of God goes beyond what happens in a corporate worship service. ***“Therefore, I urge you, brothers and sisters, in view of God’s mercy, to offer your bodies as a living sacrifice, holy and pleasing to God—this is your true and proper worship.”*** (Romans 12:1)

In that light, Grace Fellowship is committed to both Christ-centered, engaging worship services with an emphasis on biblical preaching and teaching, and the calling of God’s people to a lifestyle of personal worship. If we are not a worshipping community, we will lack the intimate connection with God that produces the passion to fulfill our mission and vision. The worship service, therefore, must be seen as the catalyst leading into a week of personal worship and devotion and the culmination of a week spent in an intimate relationship with Jesus.

PERSONNEL TO FULFILL THE STRATEGIES

In order to accomplish our strategy, the Elder Council, with input from the pastoral team, will carefully and prayerfully consider changes in our current staff and the addition of any future staff based on the needs of the ministry. This will include the consideration of new pastors, ministers, interns, and support staff.

The addition of new staff will be based on whether:

- The growth of the church warrants the addition
- Future growth of the church is inhibited without the addition of new staff
- The area of ministry is so vital to church growth and health that it can no longer be accomplished by volunteers alone

Potential part-time or full-time additions may include:

- Small Groups Pastor
- Preschool and Children's Director
- Community Ministry Leader
- Celebrate Recovery Director
- Receptionist/Secretary

PROGRAMS AND MINISTRIES TO FULFILL THE STRATEGIES

The various programs and ministries of Grace Fellowship are intended to move the church toward the fulfillment of its mission and vision. The pastoral team and Elder Council will continually evaluate our current ministries, consider the needs of the church and community, and weigh opportunities to discern when a current ministry or program needs to be phased out or when a new ministry or program needs to be added.

There are times when ideas for a new ministry or the restructuring of a current ministry will arise from the membership, and times when it will come from the pastoral staff or other leaders. All proposed ministries should be evaluated for consistency with our mission and calling. Ministries should have adequate leadership in place, proper budget support (if needed), and have elder support before beginning.

PROPERTY AND BUILDINGS TO FULFILL THE STRATEGIES

When Grace Fellowship chose to build the current facility, the desire was to have a building that:

- Honors God
- Enhances the fulfillment of our mission
- Is inviting to the unchurched
- Is useful seven days per week
- Allows for future growth
- Will not cripple us financially

As we move forward, those principles should continue to guide us. The need for new property and/or facilities or the restructuring of our current facilities is not an issue to be handled without prayer, careful consideration of the need and possible alternatives, and with input from the ministries that may be affected.

The acquisition of new property, major renovations of current buildings, or the construction of new facilities, should be considered based on whether:

- The growth rate of the church warrants to addition or renovation.
- The future growth of the church is inhibited because of the limitations of space or functionality.
- An area of ministry is so vital to the church's health and growth that action needs to be taken.
- An unanticipated, God ordained opportunity

APPENDIX A

Grace Fellowship Core Values

Lost people matter to God and therefore must matter to us.

(Matthew 18:10-14, 28:19, Luke 15, 19:10, John 3:16)

An effective church needs to be both culturally relevant and doctrinally pure.

(Acts 17:16-34, 1 Corinthians 9:19-23, Galatians 1:6-9, 2 Timothy 2:15)

Excellence matters because it honors God and inspires people.

(Malachi 1:6, Colossians 3:23-24)

All healthy things grow and all growth involves change.

(Luke 2:52, Ephesians 4:17-32, Philippians 1:6, Colossians 1:9-14, Hebrews 5:11-14, 1 Peter 2:2-3)

God has called every Christ follower to be a full participant in the life of a local church and has uniquely gifted them for that role.

(Nehemiah 3, Psalm 133:1, Romans 12:3-8, 1 Corinthians 12 & 14, Ephesians 4:1-16)

God does his greatest work through Spirit-filled people.

(Acts 1:4-8, 2:17-21, 1 Corinthians 2:4, Ephesians 5:15-18, 2 Timothy 1:7)

There is much we can do after we pray; but there's nothing worth doing until we pray.

(Luke 18:1-5, John 14:12-14, 15:5-8, Colossians 4:2-4, James 5:13-18)

Every Christ follower has a personal responsibility to take ownership for his or her own spiritual growth while we, as a church, have a responsibility to provide the inspiration, information and resources necessary for that growth to occur.

(Ephesians 4:11-16, Colossians 1:28-29, Philippians 3:12-14, Hebrews 12:1-2, 2 Peter 1:5-8)

Love and community must permeate every aspect of church life.

(John 13:34-35, Acts 2:42-47, 1 Corinthians 13:1-8, Hebrews 10:24-25)

We have a God-given responsibility to link with other life-giving churches in order to be the eyes, ears, hands, feet and heart of Christ to those in our communities who need Him.

(Isaiah 58:6-11, Matthew 25:31-46, John 17:20-23, 21:15-17, James 1:26-27, 2:14-17)

APPENDIX B

Church Data

Church Data

Year	Membership	<u>GRACE FELLOWSHIP STATISTICS</u>			Worship Attendance w/Celebrate Recovery
		Worship Attendance	Baptisms	Small Group Attendance	
2004	126	158	7	75	
2005	191	185	18	75	
2006	209	180	10	75	
2007	263	185	14	111	
2008	290	184	17	131	
2009	276	188	13	106	
2010	283	233	16	111	
2011	309	245	10	120	
2012	285*	265	13	118	265
2013	291	258	14	123	288****
2014	313	178	11	128	219
2015	265**	174	8	63***	240

* The decline from 2011 to 2012 is due to an Elder-led effort to contact inactive members to remove those who had no intention of returning to Grace Fellowship. Their church letter was sent to them by mail after contact was made.

** The drop from 2014 to 2015 is due to moving a number of active members to the inactive role.

*** The number for Small Group Attendance in 2015 is lower because we started counting those who were attending two or more groups only once.

**** Celebrate Recovery attendance has grown from an average of 30 attendees in 2013, 41 in 2014 to 65 in 2015.

APPENDIX C

	Pre -1990	2003 – 2004	2013 - 2015
FBC/Grace Fellowship Member Composition	Mostly white, farm and land owner, small business owners, professionals, middle/upper management *	60% “lake” newcomers-affluent retirees 40% - from the pre-1990 demographic profile *	60% “lake” retirees 40% middle age, racially diverse, widely varied education and socioeconomic status

2015 Greene County Demographics (within 10 mile radius of Grace Fellowship)

Population	17,700
Households	7200
Avg People per Household	2.45
Households Containing Related Individuals	5100
Households Containing “Non-Related” Individuals	2100
Education	44% some college / 81% high school diploma / 19% no diploma
Race	60% white / 33% black / 5.7% Hispanic
Income Diversity (by households)	28% >\$75k, 28% < \$25k (poverty), 42% moderate income
Single Parent Households	469 (down from 819 in 2010). This contradicts GC School data showing 72% single parent home ratio excluding NGA and LOA)
Income by Race	Black - \$25k avg; Hispanic - \$50k avg; White - \$56k avg
Birth Rate	200 live births per year – unchanged over last 5 years
Religious Indicators	55% Pro-life / 45% Pro Choice
Religious Affiliation	55% Protestant; 14% Catholic; 6% non Christian; 24% no preference
Religious Engagement	55% not involved in congregational worship; 45% - some involvement in congregational worship

External Demographics within 3 miles of Grace Fellowship

60%	20%	14%
Significant government dependence	Rural village - lower middle class	Retired – upper middle class
Many single parents	Middle age with teens	Active couples and singles
Few with high school diploma	Most with high school diploma	Most with some college / some degreed
Low or no income	Work – many with 2 jobs	Financially established
No priority on church	Enjoy emotional services	Regular attender - typically traditional in preferred worship style

External Demographics within 3 miles of entry to Reynolds Landing

63%	24%	3%
50 -75 years old	30 – 50 years old	Singles / young couples
Most with some college/ many with advanced degrees	Same	same
82% white	Same	Same
Mostly homeowners	Own or rent - well maintained	Apartment / condo
Income 100k and above (10% above \$500k)	\$90k Household Income	\$50k and above - entry level and moving up in job level
Vast majority w no kids at home	Most with kids at home	Few kids
Prefer shorter, liturgical services done with excellence	Varied worship preferences	Limited interest / involvement in organized worship

Of those currently active in a congregational relationship, the highest reasons they would leave their current church body are: 1. They do not feel welcome, 2. They do not trust the leadership, and 3. they do not care for the music or worship style.

For the faster growing (in raw numbers) group, worship style matters, music style matters, relationship activities matter, very conservative, very educated, higher income brackets, religion is important part of life, willing to focus on others, want to ‘give back’.

However, this is a mixed bag of numbers as it appears to contain two groups - The first group seeks to ‘go to church’ and not be too involved and the second group is the unchurched. The first group seeks homogeneity above all else, and part of this group considers church more a center for ministry and is less interested in style and homogeneity.

The second group is the “unchurched.” This group does not find worship style or music style to be a major consideration. They are more concerned with “felt needs” programs that address their social and economic needs. They are more liberal, more accepting of alternative lifestyles and relationships. They tend to accept the concept of a greater role of government in providing assistance. This group is more self-focused, and, in general, they believe there is more likely than one way to God, if there is really a god.

APPENDIX D

This glossary of terms will assist the reader in determining the intent of the words used in this document.

Glossary

Evangelism – The clear communication of the gospel of Jesus Christ with the intent of leading a non-believer to follow Jesus.

Missions – Evangelism that occurs across a barrier, such as culture, social status, language, or geography.

Ministry – Acts of service done in the name of Jesus.

Worship – Our active and wholehearted response to God’s revelation of Himself. Worship is not isolated to a service on Sunday mornings, but is to permeate our lives.

Disciple – One who follows Jesus.

Facilitator – An individual who guides a Grace Fellowship small group to fulfill its purpose.

Unchurched – Those who do not accept Jesus Christ as Savior and Lord and are not connected to the local church.

Student – The category of young people that covers preschool through high school

Youth – A teenager; grades 6-12.

Children – Grades 1-5.

Preschool – Children ages 4-5

Nursery – Children ages Birth-3

Church Letter – A document indicating a person’s membership status typically received when a person is moving their membership from one church to another

Member – A person who has publicly professed Jesus as Savior and Lord in a service of worship, completed the Beginning with Grace membership class, has been baptized as a believer, and who is in agreement with our Statement of Basic Beliefs

Regular Attendee – A person who attends worship on a regular basis but has not taken the step to become a member

Guest – A person who has visited Grace Fellowship once or twice but is not participating consistently