

## ***BUILDING BRIDGES TO OUR COMMUNITY*** ***“HERE AM I, SEND ME” Isaiah 6:8(NIV)***

The ***Building Bridges to Our Community: “Here Am I, Send Me”*** plan is the result of an extensive self-evaluation process and presents long and short-term goals for fulfilling the vision God has revealed to Immanuel Baptist Church. The plan is designed to move the church to higher levels of commitment and service to God and to our community.

### **Background**

In late summer 2016, Senior Pastor Chuck Darland and Education and Worship Minister Scott Wiggins attended a Kentucky Baptist Convention conference on Church Revitalization. A recommendation was made to the Executive Council for Immanuel Baptist Church to participate in a revitalization process using the consultation services of Alan Witham from the KBC. A Vision Team was established to implement the process. The Vision Team consists of members of the Executive Council, the chairman of the deacons, and a member-at-large. In Spring 2017, we prayed together as a church using the ***40 Days of Prayer*** Devotional Guide for Church Revitalization. This was followed by six weeks of Sunday morning worship congregational prayer led by church members. After more than 90 IBC members completed the Transformational Church Assessment Tool, the IBC Vision Team and 20 additional church members met in June for a *Discovery Retreat* facilitated by our KBC consultant. The purpose of the retreat was to look at the current reality of IBC, to examine results of the TCAT survey, and to establish a positive direction by identifying action priorities for our church. Consensus was reached on three action priorities: ***Discipleship***; ***Leadership***; and, ***Worship***. Following the *Discovery Retreat*, the Vision Team identified short and long-term goals, specific strategies and timelines for each action priority. Additionally, a fourth priority was added, ***Facilities***. With assistance from the Property and Space Leadership Team, goals, strategies, and timelines were identified.

### **Foundational Steps Taken for Continued Support**

***Building Bridges to Our Community: “Here Am I, Send Me”*** is designed to cast the future direction of Immanuel Baptist Church as we look to fulfill the Great Commission in our community and to the larger world. This vision looks beyond the next six months and two years to establish processes for Leadership Development, Training Disciples in evangelism/outreach and personally mentoring new disciples, elevating Worship and Bible Study/Reading, and improving our Physical Facilities at our Hawkins Drive/Rhodes Drive campus. ***Building Bridges to Our Community: “Here Am I, Send Me”*** builds on these foundational steps already taken by Immanuel Baptist Church’s Executive Council, Deacons, ministry team, and membership:

- **IBC’s commitment to our immediate and larger community.** This commitment is seen in our ministry at Pine Crest Apartments, started twenty-five years ago, Sunrise Children’s Services, Helmwood Nursing and Rehabilitation Center, Feeding America, and Clarity Solutions for Women. More recently we have renewed our ministry focus in the area immediate community surrounding IBC. This is seen in our monthly Community Breakfast, block parties, and frequent visitation and community walk-throughs by our deacons and others.
- **Changes to our Wednesday Night Schedule.** In the summer of 2017, IBC’s Ministry Team initiated a new Wednesday Night focus on Life-Changing Bible Study for children, students, and adults. We are encouraging families to attend by providing activities and Bible studies for all age groups and child-care for pre-schoolers. We have seen a number of new children and students on Wednesday nights and look to see more coming in the months that lie ahead.
- **Formation of IBC’s Executive Council.** The Executive Council was formed out of the policy and by-laws revision process in 2015-2016. The Executive Council is responsible in part with developing IBC’s long-range plan, communicating the plan and its components to the church membership, monitoring the plan (strategies, goals, etc.), and evaluating its implementation in and through ministers’ goals and actions, as well as by other individuals/groups in the church.

The following goals, strategies, and timelines represent “the vision” for IBC as we look to the next two plus years of ministry in our community—immediate and beyond. We believe God’s purpose for us here is to make disciples (outreach/evangelism/maturing believers), develop new leaders to serve the Lord in and through IBC, to study God’s Word and worship Him more deeply and meaningfully, and to use our facilities to be a beacon of hope and grace to the south end of Elizabethtown. What follows is IBC’s Vision Team’s vision regarding God’s purpose for us in these areas.

<b>Mission</b>
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Over the past 25+ years, IBC has had several Mission statements. The Vision Team reviewed these and felt led to seek input for a change as part of the revitalization process. Bro. Chuck invited the Young Adults group to submit their thoughts about a mission statement that would more concisely communicate a new direction for IBC. Below is the revised Mission statement:

**Our purpose as believers in Jesus Christ is to nurture and equip disciples who make disciples: “Disciples Making Disciples.”**

## I. LEADERSHIP: IDENTIFY AND EMPOWER FUTURE LEADERS

Leader Name: Chris Allen

***1.1: Sunday School leaders, deacons, and ministers covenant together to pray for one month to identify people who have been “faithful in smaller tasks and responsibilities” and have the potential to step up to greater ministry opportunities.***

Strategies	Person Responsible	Timeline	Evaluation/Evidence
1.1(a) Develop covenant that Sunday school leaders, deacons and ministers will sign saying they will devote time to pray for this initiative.	Chris Allen	By Dec. 31	Signed covenants
1.1(b) Identify & communicate qualities of leadership that are specific to IBC.	Chris Allen* Bro. Chuck Darland and Leadership Enlistment Team Chris Allen	By Dec. 31	List of leadership qualities
1.1(c) Challenge IBC members: We are looking for vibrant new leaders in our church. Our Sunday School leaders, deacons and ministers have covenanted together to pray for one month for God to identify and raise up new leaders in our church. We invite you (members of IBC) to pray with us.	Bro. Chuck Darland* and ministerial team	By Jan. 31	Sermon notes issuing challenge
1.1(d) Set up a table or booth outside the sanctuary where people can write down the name of someone the Lord has laid on their heart for IBC leadership. They can place the name in a drop box there. Once	Chris Allen	By Feb.28	List of new people who fill leadership roles

the month of prayer is over, the names are collected and placed on a list.			
1.1(e) Pass out pen and paper the week before table is set up or have them ready to be handed out the week before during worship. Use the attributes of leadership in 1.1(b) as indicators of how to pray.	Chris Allen	By Feb.28	List of new people who fill leadership roles

**1.2: Offer an ongoing course to help members find their place of ministry in church life (possible courses: SHAPE, PLACE, Jesus on Leadership)**

Strategies	Person Responsible	Timeline	Evaluation/Evidence
1.2(a) Research potential courses.	Chris Allen	By January 31	Order of new materials
1.2(b) Secure and train a teacher for the course.	Chris Allen	By February 28	Record of training dates
1.2(c) Enroll new leaders in the course.	Chris Allen*, Bro. Chuck Darland and Bro. Scott Wiggins Discipleship Council	By March 31, then as often as required. Always have someone in leadership development courses.	Record of training dates & list of new leaders
1.2(d) Continue to seek new leadership.	Chris Allen*, Bro. Chuck Darland and Leadership Enlistment Team	TBD	Updated list of new leadership

## II. DISCIPLESHIP: TEACH AND EQUIP BELIEVERS TO MAKE DISCIPLES

Leader Name: Bro. Chuck Darland

**2.1: Re-establish New Members class and administer gifts profile and conduct interviews with each participant to connect them to appropriate areas of service.**

Strategies	Person Responsible	Timeline	Evaluation/Evidence
2.1(a) Re-Establish New Member Class.	Bro. Scott Wiggins	Begin January 2018-Conduct Quarterly	Date of class completion
2.1(b) At the end of the New Member Class, administer gifts profile.	Bro. Scott Wiggins	Begin January 2018-Conduct Quarterly	Date of gifts conducted profile
2.1(c) Conduct interviews to connect, involve and move new members toward appropriate areas of service.	Bro. Scott Wiggins* Discipleship Training Council	Begin January 2018-Conduct Quarterly	Date of interview conducted and members placed into service

**2.2: Develop videos of “Why I serve Jesus through the ministry of IBC” and share during services, post on website, and social media. Encourage members to utilize “like” and “share” messages. Secure signed media releases.**

Strategies	Person Responsible	Timeline	Evaluation/Evidence
2.2(a) Develop videos of “Why I serve Jesus through the ministry of IBC.”	Matt Douglas* Mark Ott	November 1 <sup>st</sup> , 2017; Ending October 31 <sup>st</sup> , 2018. Begin New Cycle November 1 <sup>st</sup> , 2018.	Develop schedule when videos will be shown.
2.2(b) Share videos during services, post on website and social media channels after securing signed media release.	Mark Ott* Matt Douglas	Begin Sharing Videos November 19, 2017 thru October 31 <sup>st</sup> , 2018. Begin New Cycle November 2018.	Secured releases and maintain in the office.
2.2(c) Encourage members to utilize “like” and “share” messages on social media channels.	Chris Allen* and Matt Douglas	Beginning with first video November 19, 2017.	Keep running count of “likes” and “shares” on social media.

**2.3: Utilize the “one to one” or “one-to-two” process of disciple making. This process lends itself to bringing lost persons to Christ (evangelism/outreach), growing them as disciples (discipleship), and preparing them for ministry and leadership.**

Strategies	Person Responsible	Timeline	Evaluation/Evidence
2.3(a) Cast disciple making as a church/believer priority through personal investment.	Bro. Chuck Darland	Begin January 2018/Ongoing at every opportunity	Timely preached sermons.
2.3(b) Using the personal investment process such as one to one or one to two approach of discipleship making.	Chris Allen* and Britany Douglas	Began August 2017. Monitor through December 31 <sup>st</sup> , 2018.	Keep a written log of discipleship pairing-who and how long.
2.3(c) Record/monitor personal disciple-making pairings to track progress for ministry and leadership.	Bro. Scott Wiggins	This process has already begun and is ongoing.	Professions of faith; input from discipleship mentors; spiritual gifts inventory, interviews.

**2.4: Pray for God to identify a servant leader to work with the senior pastor and ministers in training and providing opportunities for outreach ministry.**

Strategies	Person Responsible	Timeline	Evaluation/Evidence
2.4(a) Pray for God to identify a servant leader to work with the senior pastor and ministers.	The church under the leadership of the Senior Pastor*.	December 2017	Person identified.
2.4(b) Enlist member.	Bro. Chuck Darland	February 1 <sup>st</sup> , 2018.	Person’s acceptance of ministry
2.4(c) Develop a process for training and providing opportunities for outreach ministry.	Outreach Leader* All ministers	3 months after person’s enlistment.	Training date May 1 <sup>st</sup> , 2018. Continuously up-dated outreach opportunities assigned to church members and reports received by IBC Outreach Leader. Training for outreach will be offered twice a year.

### III. WORSHIP: Sharpen church-wide focus on prayer and Bible study

Leader name: Bro. Scott Wiggins

**3.1: Select and train deacons and/or members to be at the front of sanctuary during invitation time to offer prayer with those who come forward (training resource: NAMB Witness Commitment Guide).**

Strategies	Person Responsible	Timeline	Evaluation/Evidence
3.1(a) Prepare a list of 10-12 candidates and secure a commitment to serve on Prayer Team.	Deacon chair* and Bro. Scott Wiggins	December 1-January 31, 2018	List of candidates committed to serve
3.1(b) Order resource materials and set a training date.	Bro. Scott Wiggins (materials) Deacon Chair (date)	December 1-January 31, 2018	Delivery of materials and training date established
3.1(c) Arrange for trainer.	Bro. Scott Wiggins	February 1- March 1, 2018	Training agenda
3.1(d) Conduct training.	Bro. Scott Wiggins* and trainer	February 1– March 1, 2018	Training agenda
3.1(e) Implement Prayer Teams.	Prayer Team members	March 1, 2018	Schedule for rotation of members
3.1(f) Evaluate both informally and formally.	Bro. Chuck Darland*and candidates	March 1 – December, 31, 2018	Members’ self-evaluation; senior pastor/deacon chair evaluation
3.1(g) Replace candidates as needed.	Deacon Chair* and Scott Wiggins	Ongoing	

**3.2: Cast a vision and promote a “Read the Bible Through” plan for the church, placing weekly Bible readings in bulletin, on the IBC website, and in social media. Use daily email reminders.**

Strategies	Person Responsible	Timeline	Evaluation/Evidence
3.2(a) Review resources for read the Bible through; contact churches and KBC for input and additional assistance.	Bro. Scott Wiggins* and Discipleship Council	December 1- January 31, 2018	List of potential resources and/or churches
3.2(b) Select the resource most appropriate for casting the vision.	Bro. Scott Wiggins* and Discipleship Council	February 1- March 1, 2018	Name of resource selected

3.2(c) Establish a plan (preparation, promotion, timeline, communication, both print and electronic, and methods of evaluation).	Bro. Scott Wiggins* and Discipleship Council	March 1 - May 1, 2018	Final vision document
3.2(d) Implement plan.	Bro. Scott Wiggins* and Discipleship Council	TBD	Anecdotal records and personal testimonies
3.2(e) Evaluate plan.	Bro. Scott Wiggins* and Discipleship Council	At conclusion of the plan	As specified by the plan

**IV. Facilities: Identify and address barriers that are a hindrance to reaching the community**  
**Leader: Tommy Metcalf**

***4.1: Conduct an assessment of facilities for safety, maintenance, and aesthetic issues.***

	Person Responsible	Timeline	Evaluation/Evidence
4.1(a) Form assessment team and identify checklist(s) to be used.	Tommy Metcalf	By Oct. 31, 2017	List of assessment team members; checklist(s)
4.1(b) Conduct assessment and identify issues to be addressed.	Tommy Metcalf* Assessment Team	By Nov. 30, 2017	Completed assessment checklists
4.1(c) In a Property & Space Leadership Team meeting, prioritize short and long-range issues that need to be addressed.	Tommy Metcalf* Property & Space Leadership Team (Tommy, Matt Douglas, Lanny Miller, Charlie Edlin, Tony Thomas)	By. Nov.30, 2017	Meeting agenda; completion of Short-term goal 2 and Long-term goals, strategies, person(s) responsible, and timeline
4.1(d) In a Property & Space Leadership meeting, identify	Tommy Metcalf* Property & Space Leadership	By Nov.30, 2017	Completion of goal documents



**IMMANUEL BAPTIST CHURCH  
LIST OF SHORT- AND LONG-TERM FACILITIES ISSUES  
DEVELOPED BY PROPERTY & SPACE LEADERSHIP TEAM, 9.10.17**

*Note: The list below will be used in the assessment process as one of the resources for identifying short- and long-term facilities issues.*

**Short term**

Repair water spots and dry wall cracks

Entryways and parking lot signage

Overall signage, inside and outside both facilities

Original church sign needs repair (replace wood with a weather durable product)

Lighting in all classroom (esp, class #19), offices, hallways, ECC (replace lighting in gym)

Work days program

Control heat in sanctuary

Water damage (south end of bldg.)(Jimmy Nunn classroom)

Bush and shrub maintenance; need for overall landscape maintenance/enhancement

Assessment for safety and maintenance (including outlets)

Evacuation plans and emergency procedures

Damaged doors (need for walk thru)

Re-caulk exterior cracks above doors @ handicap entrance

## **LIST OF FACILITIES ISSUES**

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#### **Short-term cont'd.**

Work Days program

Conduct an assessment for short- and long-term maintenance, safety and aesthetics issues

#### **Long-term**

Replace air handling system

Front Steps

Security cameras

Media/technology updates (ministers' computers need to be updated and networked)

Lighting on outside sign (Hawkins)

Back wall in ECC

Possibility of sign on Dixie

Sanctuary updates