

God's
Vision
Our Mission

Team Report to the Church

God's Vision, Our Mission Facilitation Team

May 15, 2015

Vision Summary

As a result of and recommendation from a 2013 Ad Hoc Feasibility Committee study and the Long Range Planning Committee's report to the Church, an Ad Hoc Facilitation team was approved by the church on June 8, 2014. The joint report recommended engaging an outside consultant to assist with a re-visioning and assessment. The Ad Hoc Facilitation committee retained the services of Dr. Bill Wilson of the Center for Healthy Churches to coach the church through the re-visioning process.

Outcomes of numerous congregation-wide assessments were developed. The Facilitation committee presents three commitments and seven God-Sized Dreams with this report:

Commitments:

- As a Missional church, we are an intergenerational, Gospel-centered community of believers committed to using our individual gifts and abilities intentionally to engage local, regional, national, and international communities to meet their physical and spiritual needs.
- This Missional Church flourishes through a Gifts-Based leadership culture that values the unique spiritual gifts of every member, and engages and empowers all members to affect their individual and communal spheres of influence.
- The Church recognizes this process is continually evolving, requiring congregational ownership in the tradition of Baptist congregational governance.

God-Sized Dreams:

- **Community Reach** – Aversboro Road has a love for the town of Garner and its surrounding communities that compels it to extend the love of Christ through both community service and Gospel proclamation
- **Preschool and Children** – Recognizing parents are the primary spiritual leaders of their children, we assist in developing the next generation of children into passionate followers of Christ
- **Students** – ARBC recognizes the value of students as individuals and intentionally seeks to integrate them into the Missional lifestyle through opportunities for leadership and service
- **Discipleship** – ARBC is committed to a lifelong lifestyle of discipleship through intentional relationships and Bible study for all ages, so that all believers who so desire have a vibrant relationship with Christ. This relationship leads them to find their place in the body of Christ and engage in spiritual growth activities.
- **Worship** – ARBC worship is experiential, meaningful, inspiring, life-changing, communal, well-planned, and Spirit-led. It is focused on bringing glory to God.
- **Missions** – ARBC intentionally develops the individual gifts and abilities of members to engage local, regional, national, and international communities in order to meet their physical and spiritual needs
- **Fellowship** – Our people experience the true unity of Christian fellowship – oneness with one another, with Christ, and with the Father

Implementation Timeline

May 2015	Listening Sessions
June 7, 2015	Church vote on directional report
June – July	Facilitation team structures and constitutes a “Vision Coordinating Team” to oversee the implementation of and any expansion of the directional plan.
August 2015	Report on the progress of Vision Coordinating Team creation activities at Church Conference.
September – December 2015	Facilitation team leads in presentation of Missional Church, Gift-Based Leadership, and Team Communication workshops and retreats for Vision Coordinating Team, staff, deacons, and other interested parties
January 2016 –	Vision Coordinating Team orchestrates the formation of initial seven implementation “Ministry Teams” as an outgrowth of the God-sized dreams identified in Congregational Conversations, to further develop the recommendations and specific SMART goals (Specific, Measureable, Action-Oriented, Realistic, and Time-sensitive) for each recommendation.
Ongoing	Continued Missional Church, Gift-Based Leadership, and Team Communication workshops and retreats as initial teams begin to function.

Recommendations:

The God’s Vision, Our Mission Facilitation Team asks for the Church’s approval of the following statements:

1. The Church affirms this report favorably.
2. The Church affirms the three Commitments as presented in this report:
 - Missional Church
 - Gifts-Based Leadership
 - Congregational Ownership
3. Through these affirmations, the Church empowers the Facilitation Team to constitute a Vision Coordinating Team for Church vote. This Vision Coordinating Team will develop further the identified God-Sized Dreams of Community Reach, Preschool and Children, Students, Discipleship, Worship, Missions, Fellowship, and others as may be identified in the future.

Table of Contents	Page
Reflections on God’s Vision, Our Mission	3
Appreciative Inquiry Model	4
The Discovery Process	4-6
Our Past	4
Our Present	5
Our Future	6
A Missional Church	7
A Gifts-Based Leadership Culture	8
The Vision	9
Proposals for God-Sized Dreams	10-17
Community Reach	11
Preschool and Children	12
Students	13
Discipleship	14
Worship	15
Missions	16
Fellowship	17
Implementation Timeline	18
Recommendations	19
Appendix A: A Missional Church	20
Appendix B: Gifts-Based Leadership, Expanded	21
Appendix C: Demographics	22

Reflections on God's Vision, Our Mission

Organized religion in America is declining, or at best is in a slump. Aversboro Road Baptist Church is no different. In the last seven years, our average attendance in Sunday School and worship has steadily declined. While numbers are not the ultimate gauge of the health of a church, generally when faith communities experience a decline in average worship attendance, declines in other areas like financial gifts, programs, and ministry opportunities are usually not far behind. For several years, ARBC has been evaluating its future and its role as a church in Garner.

In 2013, a Facilities Growth Ad Hoc Committee was approved by the church, and this group was charged with looking at facilities improvements and addition to the current facility. In August 2013, the Facilities Growth recommended and the church approved a plan for these improvements and addition with an estimated cost of \$7 million. At the same time, this committee recommended and the church approved a new Ad Hoc Committee to conduct a feasibility study to determine ARBC's ability to pay for said facility.

Early in 2014, the Ad Hoc Feasibility Committee determined that the church was not in a position to fund the proposed addition. However, as a result of its studies, this committee felt the need to evaluate "why" the decline in giving and overall attendance. This committee also acknowledged the original vision 43 years earlier had been successfully realized and the timing was right to launch a new vision. This Ad Hoc Committee reported its findings and on June 8, 2014, in conjunction with the Long Range Planning Committee recommended engaging an outside consultant to assist with a re-visioning and assessment.

In August 2014, the committee retained Dr. Bill G. Wilson, President, Center for Healthy Churches, to help develop, guide, and lead the development of a vision for revitalizing the ministries and effectiveness of ARBC. Dr. Wilson began working with the team in late August, 2014 with a retreat designed to develop a process of spiritual discernment for the ARBC congregation. In September 2014, the team selected *God's Vision, Our Mission* as a spiritual focus. Feeling strongly that the team and congregation should not attempt this journey without sufficient prayer, a 40-day season of prayer was designed to prepare ARBC congregation for this spiritual journey. This season of prayer was completed in January 2015, with the congregation participating in a Concert of Prayer prior to three Congregational Meetings held January, February, and March 2015.

The Ad Hoc Committee members who participated in the development of the plan and recommendation include the following:

Doug Allison	Linda Poole	Joe Sinclair, <i>Ex-Officio</i>
David Anderson	Charles Scott	Ken Vandergriff, <i>Ex-Officio</i>
Bill Bullard	Len White	Ron Brown, <i>Ex-Officio</i>
Dean Farmer	Harvey Whaley, <i>Ex-Officio</i>	Buck Kennedy, <i>Ex-Officio</i>
Faye Gardner, Chair	Doug Pedigo, <i>Ex-Officio</i>	
Carol Norris	Sherry Shaw, <i>Ex-Officio</i>	

Appreciative Inquiry Model

Under the leadership and guidance of Dr. Bill Wilson from Center for Healthy Churches, this group chose to use the “Appreciative Inquiry” (AI) process – a process that inquires as to what people most appreciate and value about the organization versus what problems need to be fixed. This process led members through a series of three congregational conversations to ask: What do we most value in our church, what works for us when we are at our best, and what are our highest hopes for the future? Following the discovery process, this information was used to build on what was learned, to nurture the growing enthusiasm of the participants, and to open the way to “co-create” the future. This method was chosen as opposed to identifying all the problems in the church and then trying to “fix” them.

The Discovery Process

The team met at least monthly (and sometimes more often) to research, discuss, and review information, opinions, and data gathered from the membership surveys, secondary resources, and church and denominational statistics. A key element in gathering opinions from the membership and disseminating information was a series of three “congregational conversations” which were conducted in January, February, and March 2015. As an indication of the support and interest in the project, the attendance was excellent in all three conversations. The topic of discussion and activities for each conversation were organized around a progressive theme of our *past* (the history of ARBC); *present* (evaluation and effectiveness and impact of all of our ministries, programs and current issues; and *future* (dreaming God-sized dreams for ARBC).

Our Past

In 1970, William Garrison, Rufus Howell, William McClure, John Simpson, and James Valsame led a group of 42 people to petition First Baptist Church in Garner to organize a new church, requesting spiritual but no financial support. In February 1970, 123 people became charter members at a service of organization at Vandora Springs Elementary School. Charter membership closed at 176 members. The membership voted to name the new church Faith Baptist Church. In 1973, donated property to build a church was exchanged for property on Aversboro Road, thus the name change to ARBC and a groundbreaking for a multi-purpose building to include educational, worship, and fellowship areas. The facility was expanded in 1978 due to growth in membership and attendance to include additional education space. In 1983, a second worship service was added to accommodate increased attendance. The sanctuary we now use for worship was completed and dedicated in 1991.

The first congregational conversation reflected on the 43 years of rich history and growth, and members identified reasons why they came and why they have stayed, with many indicating a relationship with family or friends, or a personal invitation from members. An interesting note on “Why I Stay at ARBC” was the value placed on their Sunday School class and the feeling that ‘this is my home church and

church family.’ Members feel ARBC is a friendly, supportive, and compassionate church and that ARBC is a church that wants to minister to its membership as well as the community.

While the founding principles are still valid today, many believe that this process represents an opportunity to seek and find *God’s Vision, Our Mission* for ARBC’s future as a “Missional Church”.

Our Present

The second congregational conversation included individual opinion rankings, group discussions, and exercises about the current ministries of ARBC. Members were asked to identify and rank different ministries of the church based on not only their personal passion, but also on what they felt God was leading ARBC to do in the future. Figure 1 shows those ministries as identified by the membership during this conversation. Six ministries were identified as having a high priority to include: Community Reach (both inside the church and in the community), Pre-School and Children, Students, Discipleship, Worship, Missions, and Fellowship. It became obvious that ARBC wants to minister to its membership as well as the community and members feel a strong call to serve. Pre-school, Children and Students are valued by the membership as well as having dynamic, well-planned, and meaningful worship experiences. The church wants to continue supporting mission groups within the church. ARBC wants to be a “sending” church. Bible study and small group opportunities surfaced as being important to members.

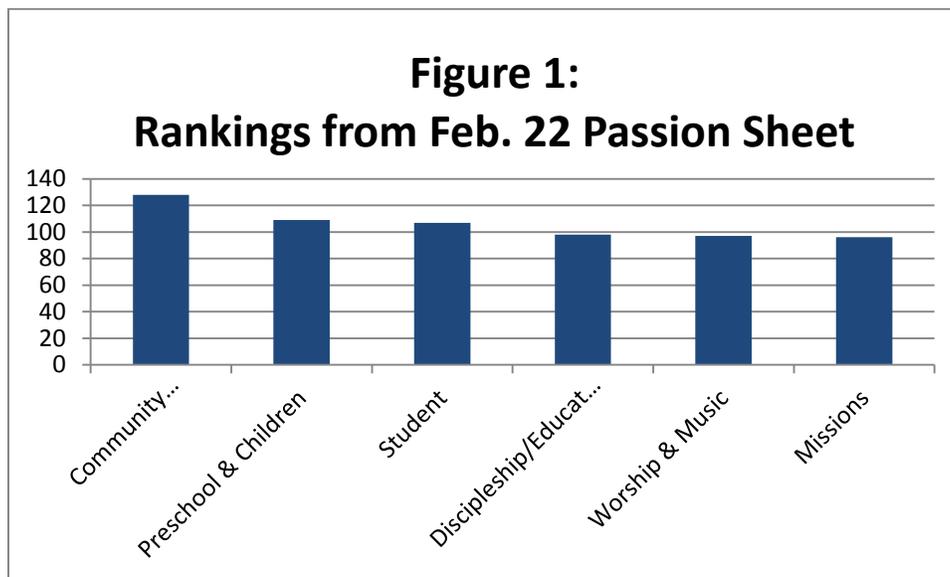


Figure 1

During the second conversation, members were also asked to select an activity for which they had a passion and to complete a “Kool-Aid” sheet. This exercise provided an opportunity for member input into activities currently in place by commenting on ‘**Keeping, Adding, Improving, or Dropping**’. These responses provided insightful feedback for the Facilitation Team and future planning.

Our Future

The third congregational conversation began by looking at the early church in Acts 2:42-47 and identifying key characteristics of a healthy, growing church.

Acts 2:42-4 “They devoted themselves to the apostles’ teaching and fellowship, to the breaking of bread and prayers. Everyone was filled with awe, and many wonders and miraculous signs were done by the apostles. All the believers were together and had everything in common. Selling their possessions and goods, they gave to anyone as he had need. Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved.”

This set the stage for an exciting time of dreaming about what ARBC can be in the future. The membership took their dreams and developed “provocative proposals” -- statements that are stated in the affirmative as if they have already happened and lead us to real desired possibilities based on data and information learned during the entire process, including demographic data.

Aversboro Road Baptist Church Community Demographics

The Raleigh-Cary-Garner metropolitan area is the fastest-growing urban region in the South.

- According to 2010 Census, population has increased 42 percent since 2000.
- The Triangle is the 28th-largest metropolitan region in the US and has grown by 33% since 2000.

Looking to the future ministry impact of Aversboro Road Baptist Church, we have evaluated the demographics of our ministry field (please see Appendix C for graphic representations and statistics).

We discovered current members live in Garner, Southern Wake County, and Western Johnston County. From 2014 to 2019, growth is projected at 12.7% (162,625 people in 2014 to more than 183,000!)

Here are a few projections for our ministry area.

By 2019:

- The population within 3 miles of the church will grow by more than 3,400 people - 10.4%
- 38.6% of our community will be between 25-54 years of age, 18.5% will be 5-17, and 13.3% will be age 65 or older
- 65.6% will be White and 20.3% African-American, and 10.6% Hispanic/Latino
- 21.9% of households will have one female parent, 6.18% will have one male parent
- Average Median Household income will be \$79,854 (\$29,439 per capita)
- It is estimated that over 2,800 families will be living below the poverty level (6.5%)

Demographics represent more than statistics. A careful study of our demographics helps us understand the context, culture, and needs of people for our ministries.

A Missional Church

During this process, the term *Missional* church began to be used. This is a way to describe our transformation from ‘attractional’ model of church to a ‘Missional’ model. Missional is not the same as evangelistic or seeker-sensitive and not a new way to talk about church growth or social justice. Instead, it is taken from our Biblical understanding that God was a ‘sent one’ who took the initiative to redeem His creation. Thus, we are the “sent” people of God and we see ourselves as being sent into the world (“Missional”) and do not expect the world to come to us (“attractional”).

The traditional attractional model approach of church, which seeks to reach out into the culture and draw people into the church, is losing its effectiveness as our culture becomes post-Christian. The process of **extracting people from the culture** and assimilating them into the church diminishes our ability to speak to those outside. Thus, a Missional view does not see itself being a church-based work. Rather, it applies to the whole life of every believer. Every believer is to be an agent of the Kingdom of God, and every disciple is to carry the mission of God into every sphere of life. We are all missionaries sent into a non-Christian culture. As a Missional church, we must persistently realign our facilities, finances, staff, and organization with our mission of how we can fulfill God’s vision (*See Appendix A: A Missional Church*). Every area of the church must always consider four key components when considering any new idea: Structures, Facilities, Finances, and Staff (see Figure 2).



Figure 2

A Gifts-Based Leadership Culture

Individuals in the congregation collaborate with pastors and teachers at ARBC in a process that equips everyone for higher levels of discipleship. It is vital to understand that this collaboration is a true partnership; it is not a hierarchical structure where one person controls the teaching and equipping, but rather there is collaboration between all people in the church. The leadership culture at ARBC thrives on an inclusive, permission-giving spirit, encouraging innovation and creativity in a collaborative environment, marked by a focus on empowerment, where pastors, teachers, and members share responsibility for initiatives based on “passion and giftedness” to enhance and advance the Kingdom (Acts 1:8 & Ephesians 4:16). ARBC continually reflects upon the effectiveness and necessity of ministries within the church and community and has an intentional process for discovering and developing new leaders from all age groups (*See Appendix B: A Gift-Based Leadership Culture, Expanded*).



Gift-based
Ministry

The Vision

Building Transformative Relationships

Aversboro Road Baptist Church fulfills its mission through actions that build transformative relationships for the glory of God in our community and world.

The Foundation

As we face our new future, we recognize the need to equip ourselves for the ongoing journey. Realizing the need to be filled with God's power, we present ourselves as a Christ-centered community of believers who are equipped and empowered to use their passions, gifts, and abilities in order to make disciples who disciple others.

The first commitment, as a Missional church, is to an intergenerational, Gospel-centered community of believers who are committed to using their individual gifts and abilities intentionally to engage local, regional, national, and international communities to meet their physical and spiritual needs.

The second commitment is this intergenerational, Gospel-centered community flourishes through a Gifts-Based leadership culture that values the unique spiritual gifts of every member, and engages and empowers all members to affect their individual and communal spheres of influence.

The third commitment is the understanding that this Missional church community with a Gifts-Based leadership culture will be a continually evolving process requiring congregational ownership in the tradition of Baptist congregational governance.

Although the words *Missional Church* and *Gift-Based Leadership* are not listed explicitly in the God-sized dreams, these foundational elements are central to our ministry. Without these elements, we cannot accomplish our mission. They are the foundation that supports our God-sized dreams.

THE GOD-SIZED DREAMS OF AVERSBORO ROAD BAPTIST CHURCH

A recap of the God-sized dreams for Aversboro Road Baptist Church is presented below. These dreams are intended to be Spirit-led and inspired, so that our trust is not in our own abilities, but rather in the power of God to lead and direct our congregation into a new era for the people of Aversboro Road Baptist Church. These God-sized dreams are the direct result of a spiritual discernment process that invited all members of Aversboro Road to offer their interpretations of God's vision for our church.

These God-sized dreams are written as if they have been already accomplished, recognizing our faith in God to direct our path as we seek to serve Him.

We accomplish these relationships through the following proposals:

Aversboro Road Baptist Church is a Gospel-centered, diverse community known for:

- **Community Reach** – Aversboro Road has a love for the town of Garner and its surrounding communities that compels it to extend the love of Christ through both community service and Gospel proclamation (*“For I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink, I was a stranger and you invited me in, I needed clothes and you clothed me, I was sick and you looked after me, I was in prison and you came to visit me”* Matthew 25:35-36 [NIV]).
- **Preschool and Children** – Recognizing parents are the primary spiritual leaders of their children, we assist in developing the next generation of children into passionate followers of Christ (*“Direct your children onto the right path, and when they are older, they will not leave it”* Proverbs 22:6 [NLT]).
- **Students** – ARBC recognizes the value of students as individuals and intentionally seeks to integrate them into the Missional lifestyle through opportunities for leadership and service (*“Don’t let anyone think less of you because you are young. Be an example to all believers in what you say, in the way you live, in your love, your faith, and your purity”* 1 Timothy 4:12 [NLT]).
- **Discipleship** – ARBC is committed to a lifelong lifestyle of discipleship through intentional relationships and Bible study for all ages, so that all who so desire have a vibrant relationship with Christ. This relationship leads them to find their place in the body of Christ and engage in spiritual growth activities. (*“Therefore go and make disciples of all nations...”* Matthew 28:19a [NIV]).
- **Worship** – ARBC worship is experiential, meaningful, inspiring, life-changing, communal, well-planned, and Spirit-led. It is focused on bringing glory to God. (*“We praise you, Lord God, and we worship you at your sacred mountain. Only you are God!”* Psalm 99:9 [CEV]).
- **Missions** – ARBC intentionally develops the individual gifts and abilities of members to engage local, regional, national, and international communities in order to meet their physical and spiritual needs (*“and you will be My witnesses in Jerusalem, in all Judea and Samaria, and to the ends of the earth”* Acts 1:8b [NIV]).
- **Fellowship** – Our people experience the true unity of Christian fellowship – oneness with one another, with Christ, and with the Father (*“They were continually devoting themselves to the apostles’ teaching and to fellowship, the breaking of bread and to prayer”* Acts 2:42 [NASB]).

Proposals for God-Sized Dreams

The following are proposals, ideas, and ministry suggestions that came from the congregational conversations, brainstorming sessions, and conversations during the *God’s Vision, Our Mission* Team meetings. ***These proposals are offered solely as limited examples*** of specific goals and objectives

relating to strategic ministry plans for the future. These examples, along with others that emerge, may be further developed.

Community Reach

ARBC is a culture in which members and pastors understand that they are missionaries in the field in which God has planted them, and as such must recognize the requisite call to bloom where they are planted. We recognize that we can reach others for Christ through involvement in civic, sports, religious, and missions activities in our surrounding communities, always looking for opportunities in which the Good News of Jesus Christ can be shared

Affirmations aligned with our standing as a Missional church:

- ARBC leadership values a team approach to community reach
- ARBC members live and are on mission in their neighborhoods
- ARBC engages community regardless of socio-economic conditions or ethnicity
- ARBC continues and expands the use of facilities, transportation, and other assets/resources for community events, gatherings, and meetings

IMPLEMENTATION SUGGESTIONS FOR FUTURE TEAMS

1. Conduct a survey to determine community activities in which members are involved and areas in which they have an interest in becoming involved.
2. Develop a Community Reach Ministry team.
3. Collaborate with another local church to direct an expanded Operation InAsMuch event in Garner.
4. Develop a system by which individuals are matched with areas of service.
5. Select one area of community involvement aligned with our standing as a Missional church and begin providing services to the area selected.
6. Develop successful communication strategies to reach surrounding communities.
7. Explore collaboration with an identified church plant in the community.
8. In cooperation with the Children's Ministry team, expand Good News Club to additional schools.
9. Expand community reach as a component of small group activities.

Preschool and Children

To facilitate the discipleship process, the leadership at ARBC collaborates with parents in a supportive environment in which families with children and the larger church community work together to meet the spiritual needs of children (*Deuteronomy 6:4-9*)

Affirmations aligned with our standing as a Missional church:

- ARBC leadership values a team approach to children's ministry.
- ARBC leadership believes in grace-based partnership between the church and home.
- ARBC leadership trains, equips, counsels, and provides resources and programs, in order to support the spiritual development of children.
- ARBC seeks to present the Gospel to churched and unchurched children.
- ARBC provides opportunities for worship, discipleship, community reach, and missions for children.
- ARBC is a church that intentionally seeks opportunities to minister to unchurched children, where spiritual leadership in the home may be absent.
- ARBC collaborates with other churches and organizations to minister to the physical and spiritual needs of both churched and unchurched children and their families.

IMPLEMENTATION SUGGESTIONS FOR FUTURE TEAMS

1. Create a working in-reach/outreach ministry (Bible Study for parents, parenting classes, etc.) for parents of our partner ministries: The Growing Place and Good News Club.
2. In collaboration with student ministries, develop a discipleship strategy for families that celebrate specific milestones.
3. Collaborate with other churches and organizations to minister to the physical and spiritual needs of children and their families.
4. Develop a Children's Ministry team.
5. Explore alternative times, places, and delivery methods for children's activities to meet the needs of changing cultural patterns.
6. In cooperation with the Community Reach Ministry team, expand Good News Club to additional schools

Students

The leadership at ARBC collaborates with parents in a supportive environment in which families with students (Grades 6-12 & College) and the larger church community work together to meet the spiritual and developmental needs of students (2 *Timothy 1:6-14*).

Affirmations aligned with our standing as a Missional church:

- ARBC leadership values a team approach to student ministry.
- ARBC leadership believes in grace-based partnership between the church and home.
- ARBC leadership trains, equips, counsels, and provides resources and programs, in order to support the spiritual development of students.
- ARBC seeks to present the Gospel to churched and unchurched students.
- ARBC provides opportunities for worship, discipleship, fellowship, community reach, and missions for students.
- ARBC is committed to developing student leaders and to providing expanded opportunities for service within the church community and through missions experiences (Acts 1:8).
- ARBC is a church that intentionally seeks opportunities to minister to unchurched students and their families

IMPLEMENTATION SUGGESTIONS FOR FUTURE TEAMS

1. In partnership with children's ministries, develop a discipleship strategy for families that celebrate specific milestones.
2. Develop a discipleship strategy for students that help them grow in their faith and discover their PLACE in ministry.
3. Develop a mission's strategy that involves student teams and individuals in local, national, and international mission experiences.
4. Collaborate with other churches and organizations to minister to the physical and spiritual needs of students and their families.
5. Expand the Student Ministry team.
6. Explore alternative times, places, and delivery methods for student activities to meet the needs of changing cultural patterns with an intentional focus on reaching unchurched students.

Discipleship

ARBC creates intentional disciples who actively share their faith with believers and non-believers through personal, one-on-one, and small group methodologies (*Colossians 2:6-7*).

Affirmations aligned with our standing as a Missional church:

- ARBC leadership values a team approach to discipleship.
- ARBC provides resources for developing personal discipleship and spiritual disciplines.
- ARBC values one-on-one and small group discipleship.
- The Gospel is presented in worship services and Bible studies
- Gospel-centered material is used in relevant life application small groups (e.g., marriage and divorce counseling, grief counseling, financial counseling, etc.)
- The Gospel is presented one-on-one, in small groups which meet at various times and places, and through various (technological) delivery systems to accommodate diverse lifestyles and cultures and promote wider community engagement
- Affinity groups (which may or may not be organized around Bible studies) are developed by members and/or pastors to reach the community through shared passions and enjoyments

IMPLEMENTATION SUGGESTIONS FOR FUTURE TEAMS

1. Survey the congregation to determine interest in Bible study topics and/or affinity groups and optimal times/places/delivery methods for such activities.
2. Develop a Discipleship Ministry team.
3. Develop online and other training methods for Bible study and study leadership.
4. Explore options for curricular variety.

Worship

ARBC gathers to honor God through intentional and experiential worship and devotion that engages and spiritually transforms participants (*Colossians 3:15-17*).

Affirmations aligned with our standing as a Missional church:

- ARBC leadership values a team approach to worship planning and teaching.
- ARBC leadership values teaching and preaching that is Biblically based, spiritually transforming, and provides real-life application.
- ARBC values creativity and uses a variety of delivery methods to encourage participants of all ages and abilities to engage in worship.
- ARBC offers a variety of worship experiences, meeting at various times and places throughout the week.
- ARBC invests in resources (to include staff, facilities, and supplies) to support individual, family, small group, and corporate worship experiences.
- ARBC continually evaluates and reflects upon the effectiveness of resources used for worship experiences.

IMPLEMENTATION SUGGESTIONS FOR FUTURE TEAMS

1. Develop a Worship Ministry team
2. Consider alternative worship times/places/media for varied worship formats.
3. Consider focus groups to reflect upon and evaluate the effectiveness of the worship experience

Missions

ARBC is committed to being an Acts 1:8 Church. This commitment is accomplished through a leadership culture that models and empowers members to live an intentional lifestyle of praying, giving, and going.

Affirmations aligned with our standing as a Missional church:

- ARBC leadership values a team approach to missions.
- A lifestyle of ‘praying’ includes praying for other people groups, member mission initiatives, national and international missionaries, and community reach.
- A lifestyle of ‘giving’ includes financial support, material goods, time, and service.
- A lifestyle of ‘going’ includes members doing missions where God has planted them—in homes, neighborhoods, civic organizations, recreational leagues, workplaces, leisure activities and other community functions, seeking to find where God is at work and inviting them to join Him.

IMPLEMENTATION SUGGESTIONS FOR FUTURE TEAMS

1. Develop a Missions Ministry team.
2. Develop a collaborative culture of mission support with all church funding processes and entities addressing church identified priorities.
3. Through this collaborative process, identify specific activities within local strategic ministries to make significant resource commitments.
4. Collaborate with another local church to direct an expanded Operation InAsMuch event in Garner.

Fellowship

ARBC is a culture where needs are met both physically and spiritually. ARBC is intentional to meet together, to develop relationships with non-believers, and ultimately to build meaningful fellowship that supports the needs of one another.

Affirmations aligned with our standing as a Missional church:

- ARBC leadership values a team approach to fellowship development.
- Fellowship is clearly a relationship among Christians united in the Spirit.
- Fellowship is sharing lives, sharing emotions, bearing one another's burdens, encouraging one another, and helping those who have need.
- Fellowship is constituted in support groups, counseling services, hospitality teams, pastoral care teams, and etcetera.

IMPLEMENTATION SUGGESTIONS FOR FUTURE TEAMS

1. Ongoing training in hospital visitation, basic crisis intervention, and crisis counseling, training for greeters and hospitality hosts.
2. Well-trained Hospitality/Congregational Care/Fellowship Ministry teams are in place and have the resources to ensure visitors have personal one-on-one attention.
3. Signage and resource materials are clear and user friendly, and there is intentional follow up with visitors and guests.
4. A Hospitality Team provides support for all groups that use the facility for concerts, meetings, weddings and funerals to show an inviting and loving atmosphere
5. Continue to sponsor events within the church that allow members to get to know each other.

Implementation Timeline

May 2015	Listening Sessions
June 7, 2015	Church vote on directional report
June – July	Facilitation team structures and constitutes a “Vision Coordinating Team” to oversee the implementation of and any expansion of the directional plan. The proposed Vision Coordinating Team will be responsible to integrate the plan into the life of the church. This team’s mission is making sure we “live the dreams” as identified in Congregational Conversations. The Vision Coordinating Team’s primary initial task is the identification and mobilization of ministry team members.
August 2015	Report on the progress of Vision Coordinating Team creation activities at Church Conference.
September – December 2015	Facilitation team leads in presentation of Missional Church, Gift-Based Leadership, and Team Communication workshops and retreats for Vision Coordinating Team, staff, deacons, and other interested parties
January 2016 –	Vision Coordinating Team orchestrates the formation of initial seven implementation “Ministry Teams” as an outgrowth of the God-sized dreams identified in Congregational Conversations, to further develop the recommendations and specific SMART goals (Specific, Measureable, Action-Oriented, Realistic, and Time-sensitive) for each recommendation.
Ongoing	Continued Missional Church, Gift-Based Leadership, and Team Communication workshops and retreats as initial teams begin to function.

Recommendations

The God's Vision, Our Mission Facilitation Team asks for the Church's approval of the following statements:

1. The Church affirms this report favorably.
2. The Church affirms the three Commitments as presented in this report:
 - Missional Church
 - Gifts-Based Leadership
 - Congregational Ownership
3. Through these affirmations, the Church empowers the Facilitation Team to constitute a Vision Coordinating Team for Church vote. This Vision Coordinating Team will develop further the identified God-Sized Dreams of Community Reach, Preschool and Children, Students, Discipleship, Worship, Missions, Fellowship, and others as may be identified in the future.

APPENDIX A: A Missional Church

A Missional church is a church that is a body of commissioned believers *sent* by God to fulfill His mission everywhere (locally and internationally) and is a *sending body*. (*John 20:21b*). The God of the Bible is a missionary God who created the church to be His missionary people. The church exist in the world to participate in God's mission of calling people to Himself through faith in Jesus Christ (*John 17:33*). A Missional church is an alternative community within culture, shaped by scripture and the redemptive reign of God, confronting culture by being a prophetic voice toward the destructive evils of society. The mission of our church is rooted, grounded, and sourced in the Triune God rather than the church. The church exists to carry out the mission of God. Jesus said that He came "to seek and save the lost" (*Luke 19:10*). Our local church has been planted in a rich missionary field to be a missionary presence in our own community and around the world.

As a Missional church, we affirm that God's people are transformed through personal faith in Jesus Christ; that we are to live our lives in grateful devotion to all that Christ and the apostles taught in the inspired scriptures; that we love and serve His church as a caring community of faithful believing members; and that we are sent to be witnesses into all the world as the chief agent of God's mission of salvation and reconciliation.

As a Missional church, we affirm that the written Word of God in its entirety is the inspired revelation given to us by God (*II Timothy 3:16-17*). The scripture speaks objective truth that is knowable and is the authoritative basis for what we are to believe, teach, and do as individuals and the church.

As a Missional church, we must constantly align our facilities, finances, staff, and organization with our mission of how we can fulfill God's vision.

APPENDIX B: Gift-Based Leadership Culture, Expanded

Gift-Based Leadership Culture – ARBC is a diverse, Christ-centered community of believers who are equipped and empowered to use their passions, gifts, and abilities in order to make disciples who disciple others.

Suggested Goals

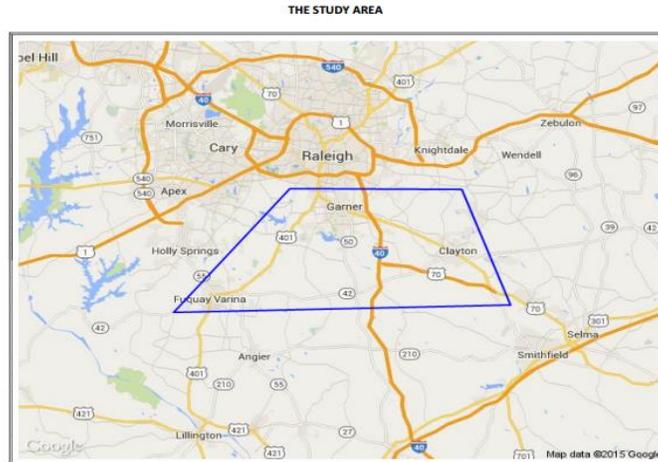
- ARBC provides ministry assessments to help members connect with a ministry.
 - Possible Assessment Instrument: PLACE (Personality, Learning your spiritual gift, Abilities, Connecting your gift to your passion, Experience)
- ARBC culture is marked by a permission-giving spirit focused on empowerment, where pastors and members share responsibility for initiatives based on “passion and giftedness” to enhance and advance the Kingdom (Acts 1:8) (Eph. 4:16)
- ARBC facilitates a culture of empowerment for members to exercise their spiritual gifts. Innovation and creativity are encouraged
- ARBC continually reflects upon the effectiveness and necessity of ministries within the church and community.
- ARBC has an intentional process for discovering and developing new leaders from all age groups

IMPLEMENTATION SUGGESTIONS FOR FUTURE TEAMS

1. Provide Spiritual Gifts ministry assessments using a variety of delivery methods
2. Facilitation team, deacons, church leaders, and staff attend workshop training in gift-based leadership and self-managed team concepts.
3. Encourage lay ministry by giving permission, giving training, giving tools, giving control, and getting out of the way.
4. Include spiritual gift assessments as part of New Member Orientation.

Appendix C: Aversboro Road Baptist Church Community Demographics Summary

The study information was based on research from MinistryInsites.com and was compared to demographics from the Town of Garner. More detailed reports can also be made available.



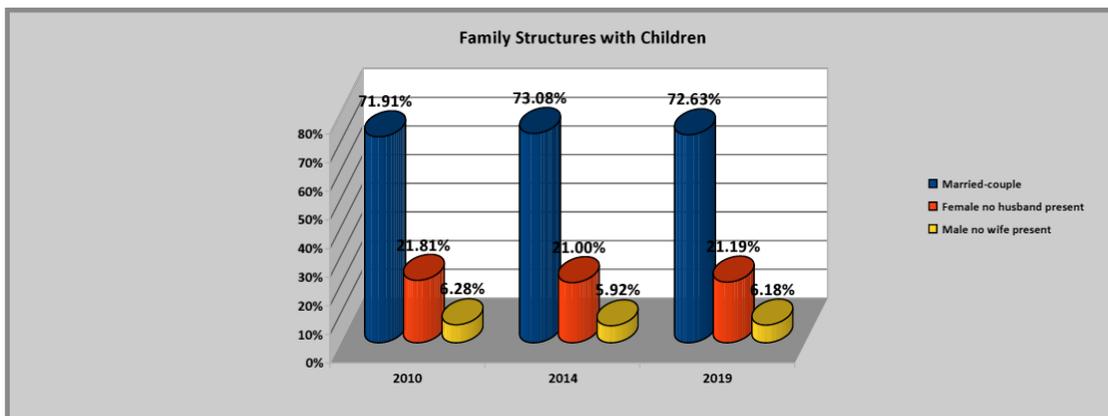
THE PROJECTED POPULATION OF OUR AREA INDICATES AN AVERAGE 10% GROWTH RATE OVER THE NEXT FIVE YEARS

Study Area	2014	2019	Change	% change
1 mile radius	7,856	8,624	768	9.8%
3 mile radius	32,713	36,113	3,400	10.4%
Custom (Map)	162, 625	183,251	20, 626	12.7%

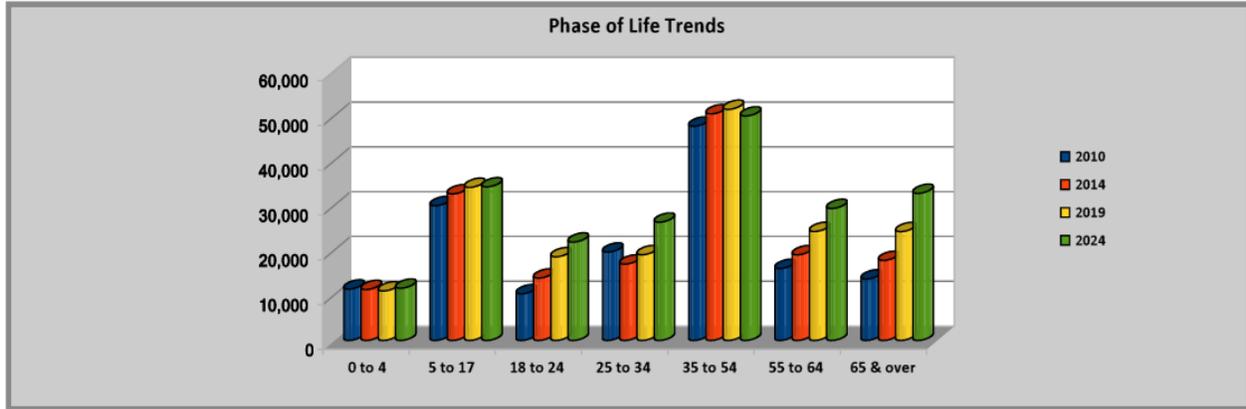
THE PROJECTED NUMBER OF HOUSEHOLDS IN OUR AREAS INDICATES AN AVERAGE GROWTH RATE OF 10%

Study Area	2014	2019	Change	% change
1 mile	3,124	3,433	309	9.9
3 miles	12, 862,	14,234	1372	10.7
Custom (Map)	59, 963	67,557	7594	12.7

Families with Children by Type



Phase of Life



Phase of Life – 1-mile radius of church

Phase of Life	2014	2019	% of Pop 2019
0-4	472	483	5.6
5-17	1207	1253	14.5
18-24	668	799	9.3
25-34	708	933	10.8
35-54	2176	2142	24.8
55-64	1188	1274	14.8
65 & over	1364	1739	20.2

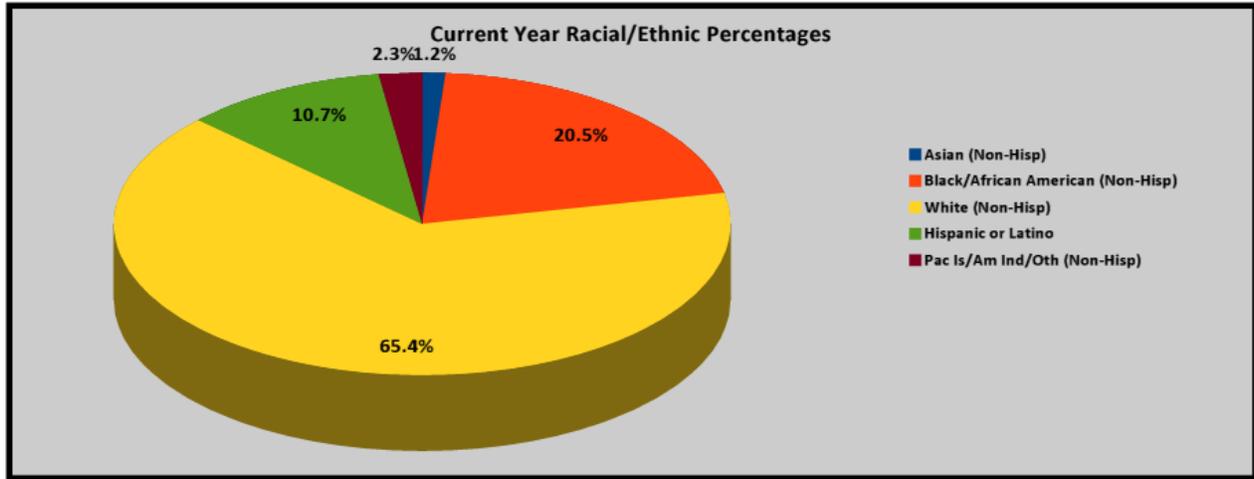
Phase of Life – 3-mile radius of church

Phase of Life	2014	2019	% of Pop 2019
0-4	2241	2256	6.32
5-17	5673	6174	17.1
18-24	2707	3225	8.9
25-34	3955	4055	11.2
35-54	9444	9844	27.3
55-64	4129	4797	13.3%
65 & over	4563	5761	16.0%

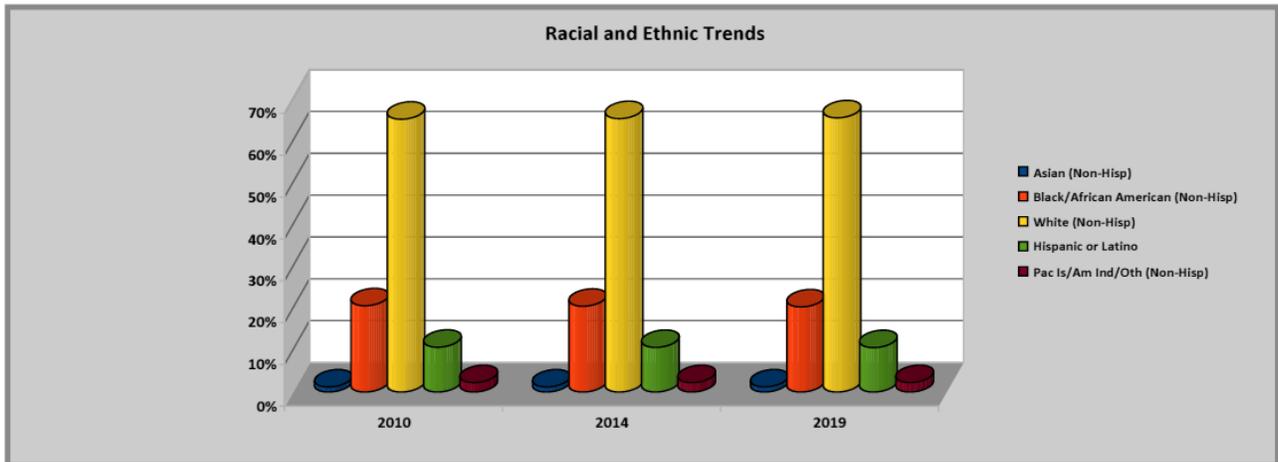
Phase of Life (Map)

Phase of Life	2014	2019	% of Pop 2019
0-4	11368	11050	6%
5-17	32711	34174	18.6%
18-24	13916	18673	10.2
25-34	17044	19135	10.4%
35-54	50596	51600	28.2%
55-64	19123	24322	13.3%
65 & over	17866	24298	13.3%

Study Area Racial and Ethnic Diversity



Racial Ethnic Trend Projections



Ethnic Diversity – 1-mile radius of church

Ethnic Group	2014	2019	% of Pop 2019
Asian	79	88	1.0%
Black	1992	2176	25.2%
White	5112	5620	65.2%
Hispanic/Latino	517	569	6.6%
Non-Hispanic	155	171	2.0%

Ethnic Diversity – 3-mile radius of church

Ethnic Group	2014	2019	% of Pop 2019
Asian	454	508	1.4%
Black	9110	9665	29.4%
White	18099	20023	55.4%
Hispanic/Latino	3767	4154	11.5%
Non-Hispanic	728	804	2.2%

Ethnic Diversity – Map

Ethnic Group	2014	2019	% of Pop 2019
Asian	1972	2244	1.2%
Black	33345	37284	20.3%
White	106297	120127	65.6%
Hispanic/Latino	17350	19463	10.6%
Non-Hispanic*	3661	4134	2.3

*Non-Hispanic – (American Indian/Other)

Household Income – 1-mile radius of church

	2014	2019	Change
Average Household	75228	80341	+4828
Median Household	65371	68702	+2318
Per Capita	29915	31982	+1944

% Families Above the poverty level: 97.2% (2, 120)

% Families Below the poverty level: 2.8% (62)

Household Income – 3-mile radius of church

	2014	2019	Change
Average Household	68730	73083	+6541
Median Household	60525	63512	+6904
Per Capita	27023	28806	+2722

% Families Above the poverty level: 94.1% (8159)

% Families Below the poverty level: 5.9% (515)

Household Income – Map

	2014	2019	Change
Average Household	74479	79854	+7413
Median Household	64380	68277	+5231
Per Capita	27462	29439	+2726

% Families Above the poverty level: 93.5% (41615)

% Families Below the poverty level: 6.5% (2877)

SOURCE: <http://missioninsite.com/> in Partnership with Baptist State Convention of North Carolina.
Much more detailed information is available in our full demographic study.