

**TO:** Congregation of First Central Baptist Church  
**FROM:** Council of Elders  
**DATE:** 10/22/14  
**SUBJECT:** Staffing Proposal

### **Section A: A desire to make a kingdom impact**

Our purpose statement, philosophy of ministry, and 2020 vision emphasize the fact that we want to make a kingdom impact. We want to train and equip our members for ministry and then release them to make a difference for Christ in the community and the world.

#### **Purpose Statement**

At First Central Baptist Church, we are **Building a Community to Change the World**. We seek to **Glorify God** by **Connecting** people to Christ, the church, and one another; so that we can **Grow** in our faith, character, and skills; in order to **Serve** the cause of Christ with our time, talents, and treasures; and to **Share** the message of the gospel where we live, work, and go to school; both locally, and as far around the world as we can reach.

#### **Philosophy of Ministry**

There are three passages of Scripture that shape our philosophy, values, and goals as a church. We want to become:

- *An Acts 2:42-47 community of faith* with ongoing ministry to itself and powerful outreach to the local geographic community; A family of families who are passionate about God's Word, Fellowship, Worship, and Prayer; where Outreach is a natural byproduct.
- *An Ephesians 4:11-16 equipping center* where gifted leaders focus on equipping believers to carry out the ministry of God through the church; A place where the people are the ministers and the Pastors & Elders are the equippers.
- *An Acts 13 sending church* in that we will send trained and equipped men and women into service as God provides specific ministry opportunity; An established church helping to establish other churches; Willing to send our best.

#### **2020 Vision**

Our 2020 vision includes the following elements:

- Be a church of 500-1000 people
- Half of our growth will come through evangelism—new believers
- Plant 2-6 churches—locally (1-3) & internationally (1-3)
- Our Children's & Youth ministries will be the strongest programs in the church; they will be central in attracting and reaching families in the community
- Offer an internship program to train future staff and leaders
- Train and raise up our own staff

## **Section B: A commitment to leadership development**

As Pastor Mark explains in the membership class, our core values include a passion towards leadership development. We want to train and equip men and women for service and leadership in the church—*Bringing All to Maturity and Many into Leadership*.

As a church, we have a unique group of young men—Chris Ames, Jack Gilbert, Dave Krok—who have a desire to be in full-time ministry. We also have a gifted woman—Robin Dolbow—who has a passion for children’s ministry. As a church, we need to intentionally train and equip these folks so they can have a broader and deeper impact.

## **Section C: A unique opportunity**

A donor who wishes to remain anonymous has talked with Chris Ames about donating \$250K to the church. Rather than simply give the money to the General Fund, the donor would like to see the funds used to help expand FCBC’s kingdom impact. We believe we have a unique opportunity to mesh the goals of investing in our own people and equipping our congregation for fruitful outreach.

By combining this proposed gift with the funds currently set aside for kingdom impact, and stewarding them wisely, we can add several part- and full-time positions to our staff, and underwrite these positions for 2-3 years until our attendance and budget grow to the size where the church can support them fully. This will allow us to have both a broader and deeper kingdom impact now and train and equip ministers for the future.

This gives the broad overview and conceptual idea of what we are aiming at, without getting bogged down in specific roles.

We believe we have an Acts 13 moment, where the Holy Spirit has said to set apart Chris, Jack, Dave, and Robin for ministry. Our task, and privilege, is to help make that happen. I personally feel a sense of weight and burden to help train and equip them for what God has in store.

Adding staff requires a step of faith. It is often counterintuitive. You always add staff before you need them and before you can afford them. You add staff in areas that will help the church grow, not to help it maintain and serve itself.

This is about more than just adding staff. It is about investing in people in order to expand God’s kingdom.

Principle of depth versus breadth. We build deeply into people and let God determine the breadth of the ministry.

We will have the positions and job descriptions next month