



Four Mile Creek Baptist Church Summary of Proposed Changes



Summary of Proposed By-Law Changes

In church life, there are many ways to measure the success or health of a church; attendance growth, member spiritual development, togetherness and community impact. The most significant measure of a church's strength and vitality though is the worship offered to God and the resulting love felt by those individuals who participate in its ministries and those the church aims to impact. To that end, like many mainline churches, **FMC** is currently both internally healthy and externally in need of attention. In fact, as explained below, a jump start in a new direction is needed.

First, **FMC** honors and worships God in all the ministries it undertakes. The members have much love for each other and respond whenever a spiritual, health or material need presents itself. Its worship services are genuine and lively, without excessive exuberance. Based upon the Scriptural knowledge of its members, Biblical teaching has been strong over the years. The Sunday School program is conducted by knowledgeable teachers who are admired and experience much allegiance from their students, as they aim to teach Biblical truths.

However, given these internal strengths, there has been a lack of positive ministry results in two vital areas of church life in recent years; Youth Ministry and Community Outreach/Impact. The children who grew up in the church have not remained in the community; therefore, they have not replenished an ever-aging population with families of their own. Consequently, children and youth ministries participation numbers have declined to spartan levels. Also, few new members from the community have been added to the ranks.

This combination has resulted in a church population whose average age is climbing (now over 70) and overall attendance numbers declining – resulting in a drastic reduction (~60%) of **FMC** average attendance over the last 20 years. This slowly decreasing attendance rate needs to be halted and reversed, as it is an unsustainable participation rate for the long term health and vitality of the church.

Likewise, the changing demographics in the local Varina community and the modern day cultural tendency to suppress Godly influence in society at large, have also negatively impacted church life in general. The homogeneous, racial make-up of the church in the Varina community sits at stark odds with its surrounding neighbors. ***The above are all facts which drive the need for these new By-Laws.***



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The effort to build the **FMC of the Future** will require two competing efforts; holding firm to all that **FMC** does well now and simultaneously starting to undertake ministry tasks which require some risk to our collective comfort zone. This will likely not happen of its own accord. This has been demonstrated by thousands of Baptist churches struggling locally and nationwide for some time. Therefore, a major shift in ministry focus and energy is required.

The ultimate purpose of **Church By-Laws** is to identify and prioritize how a church is organized and thus, where and how it sets priorities for future ministry activities. Given the need to refocus **FMC** efforts, maximize outreach, and improve the community impact of its ministry efforts, these By-Law changes will refocus **FMC** ministries around five vital ministry areas:

1. **UP REACH** How We Worship God
2. **DOWN REACH** How We Grow His People
3. **IN REACH** How We Serve His People
4. **OUT REACH** How We Reach Lost People
5. **UNDER REACH** How We Support His People

These changes will reorganize **every ministry activity** of the church around the most pressing priorities necessary to build upon the excellent ministry traditions of the past, while also building the **FMC of the Future!**



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A new **FMC** leadership group, called the **Church Strategic Council (CSC)**, will be established to constantly assess ministry priorities, make minor decisions and assign resources. The **CSC** is comprised of the **Lead Pastor**, five (5) **REACH Area Ministry Leaders**, the **Deacon Body Leader**, the **Trustees Team Leader** and the **Church Moderator**.

- I. All **FMC** ministry activities will be organized around these five (5) new **REACH Area Ministries**. All existing ministry responsibilities of the current **26 FMC Committees** will shift into **15 REACH Teams** - divided into five (5) **REACH Area Ministries**. Two new teams (**Prayer** and **Caregiving**) have also been created, for total of **17** ministry teams.

A. UP REACH

1. *Worship Team*
2. *Prayer Team (New)*

B. DOWN REACH

1. *Children / Youth Discipleship Team*
2. *Adult Discipleship Team*
3. *Children's Weekday Education Team*

C. IN REACH

1. *Deacon Body*
2. *Fellowship Team*
3. *Caregiving Team (New)*

D. OUT REACH

1. *Missions Team*
2. *Welcome Team*
3. *Online Team*

E. UNDER REACH

1. *Building and Equipment Team*
2. *Properties Team*
3. *Fleet Team*
4. *Servanthood Team*
5. *Accountability Team*
6. *Trustees Team*



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- II. Each **REACH Team** should consist of a **Team Leader** and at least TWO (2) additional permanent members. Teams may add other members as necessary to complete mission activities. Any additional members must observe tenure rules.
- III. These **Team Leaders** will comprise the **Church Leadership Council (CLC)**. These **CLC Leaders** will then be responsible for leadership of their teams including recruitment, training, budgeting and the results achieved by ministry activities.
- IV. Two current Committees have been eliminated; *Recreation Committee* and *Nominating Committee*; while all other responsibilities have been assumed by new **REACH Teams**.
- V. Various Church Officer positions have been eliminated as their responsibilities will be assumed by new **REACH Leaders**. These include:
 - A. Chairperson of the Ushers(Duties assumed by **Welcome Team Leader**)
 - B. Assistant Chairperson of the Ushers(Duties assumed by **Welcome Team Member**)
 - C. Director of Visitation(Duties assumed by **IN REACH Area Leader**)
 - D. Director of Church Training (Duties assumed by **DOWN REACH Area Leader**)
 - E. Sunday School Officers (Duties assumed by **DOWN REACH Area Leader**)
 - F. Director of Sunday School(Duties assumed by **Adult Discipleship Team Leader**)
 - G. Assistant Director of Sunday School(Duties assumed by **Children / Youth Discipleship Team Leader**)
 - H. Baptist Men’s Director(Duties assumed by **IN REACH Area Leader**)
- VI. A new By-Law organizational structure utilizing standard outlining format (I.A.1.a, etc.) was employed. This resulted in the total number of pages increasing from current By-Laws (*2015 By-Laws as Amended in 2018*) of 36 pages to 43 pages in these proposed By-Laws.

Various administrative and procedural changes necessary to accomplish these changes and improve overall ministry effectiveness, church member commitment and spiritual growth are also addressed.



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Current Committees Replaced By Proposed REACH Team

UP REACH Area

Audio / Visual Committee UP REACH Worship Team

Music Committee

Technology Committee

NEW TEAM UP REACH Prayer Team

DOWN REACH Area

Children CommitteeDOWN REACH Children /Youth Discipleship Team

Youth Committee

Sunday School Committee DOWN REACH Adult Discipleship Team

CWE Committee DOWN REACH Children’s Weekday Education (CWE) Team

IN REACH Area

Deacon Body IN REACH Deacon Body

Kitchen CommitteeIN REACH Fellowship Team

Hospitality Committee

Scholarship Committee

NEW TEAM Caregiving Team

Recreation Committee Disbanded

OUT REACH Area

Mission Committee OUT REACH Missions Team

Outreach Committee

Usher Committee OUT REACH Welcome Team

NEWOUT REACH Online Team



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Current Committees Replaced By Proposed REACH Team

UNDER REACH Area

Building and Maintenance Committee UNDER REACH Building and Equipment Team
Security Committee

Grounds Committee..... UNDER REACH Properties Team
Cemetery Committee

Bus Committee..... UNDER REACH Fleet Team

Personnel Committee UNDER REACH Servanthood Team

Stewardship Committee UNDER REACH Accountability Team
Budget Committee

Constitution and By-Laws Committee

Trustees..... UNDER REACH Trustees Team

Nominating Committee