

**RECOMMENDATIONS
FROM THE PASTOR AND STAFF
CONCERNING THE LAWLESS CONSULTATION**

The Pastor and staff humbly ask the membership of St. Andrew Baptist Church to endorse the plans for action below on the part of the Pastor and staff and pledge their prayers and support to them for the glory of God and the accomplishment of the purposes given.

In order to maintain and grow the strengths of St. Andrew Baptist Church which God has developed over the years,

1. The Pastor and staff remain **committed to do everything we do with excellence** and to do it all heartily as unto the Lord.
2. The Pastor and staff reiterate their passion to lead the church to live out its Vision Statement by
 - a. **Exalting Christ** through faithfulness to the Word of God and meaningful, engaging, Spirit-filled worship.
 - b. **Meeting Needs** through discipling people to become faithful followers of Christ and ministering to people through The Center of Hope and our other local ministries.
 - c. **Reaching the World** through faithfulness to practice the Acts 1:8 Strategy, a commitment to support mission causes, and strengthening evangelistic zeal among the membership.
3. The Pastor and staff remain committed to help St. Andrew Baptist Church continue to be a **4Gen Church** – a four generation church in which all people from grandparents to grandchildren worship in harmony, grow together in the likeness of Christ, and actively strive to reach and minister to people from Bay County to the end of the earth.

In order to reach Millennials and Generation Z,

4. The Pastor, and staff preaching in his place on occasion, purposes to **preach the full message of the Word of God** with clear **practical application** for the hearers and with personal example when appropriate to demonstrate the application.

5. The Pastor will lead the staff to continually provide a variety of opportunities for people to **engage in prayer**, not only for their personal needs, but for the needs of others, the ministries of the church, and the needs of the lost and the saved around the world.
6. The Minister of Music and Worship purposes to select and lead the music with a **style of presentation** that maximizes engagement in worship for all generations, giving special attention to **engaging Millennials and Generation Z in worship**.
7. The Minister of Music and Worship also purposes to **develop more Millennials and Generation Z in leadership of worship** and develop instrumentalists that augment the change in style of music presentation. Exalting Christ through engaging people in meaningful personal worship will be the leading principle for what is done in the worship service. In order to increase the engagement of Millennials and Generation Z in worship,
 - a. Guitars will be added to the regular **instrumentation**, and will have a primary role in music to accompany worship.
 - b. The **choir, ensembles, and soloists** will also minister primarily with the purposes of leading people to personally engage in worship by supporting the congregational singing, teaching new songs, or singing to lead the congregation into worship through a song.
 - c. **Songs** (old and new) will be **chosen** for worship because they are rich in biblical content and congregationally engaging. Songs in a particular service will have similar themes. Sometimes, but not always, the songs will be coordinated with the sermon.
8. The Minister of Adults and Evangelism, with the help of the Student Minister and Minister of College and Missions, purposes to continually explore the best times and means for **discipling more people**, and especially more Millennials and Generation Z and leading the staff to implement the necessary changes.
9. The Minister of Adults and Evangelism and Student Minister will lead the staff to develop a description of a **faithful and mature disciple of Christ** and an ongoing plan to make discipleship opportunities available that would help people become better disciples of the Lord Jesus.
10. The Minister of Adults and Evangelism, with the help of the Student Minister, Minister of College and Missions, and Director of Childhood Education will explore and develop ways of encouraging the **mentoring of Millennials and Generation**

Z by mature believers. Each member of the Ministerial Staff will be personally engaged in mentoring others.

In order to address parking and space issues and the current attendance plateau,

- 11.** The Pastor and staff remain committed to regularly share their faith with lost people, and to give witness to the church of such as appropriate. The Minister of Adults and Evangelism, Student Minister, Minister of College and Missions, and Director of Childhood Education, aided by the preaching support of the Pastor, will set a goal to have every active church member from Preteens to Senior Adults trained to share their testimony and the gospel. **Evangelism training** will be offered in multiple venues and at multiple times.
- 12.** The Minister of Adults and Evangelism, Student Minister, Minister of College and Missions, and Director of Childhood Education will develop opportunities for people in their areas to practice evangelism locally.
- 13.** The Minister of Adults and Evangelism also purposes to develop the **Greeter Ministry** with the purpose being that everybody arriving on campus is greeted promptly, enthusiastically, and offered help in finding the right place for them both before Lifechange Groups and before worship. The Pastor and staff will be active greeters before and after all services inasmuch as their other responsibilities allow, giving special attention to introducing themselves to guests.
- 14.** The Minister of Adults and Evangelism, Student Minister, Minister of College and Missions, Director of Childhood Education, and Preschool Director will each develop a strategy for **assimilation** which will be publicized to the church.
- 15.** The Minister of Administration will continually explore options to **expand parking** with the goal of available parking always being 120% of high attendance Sundays. As needed he will bring recommendations to the Pastor, appropriate Ministry Teams, and the church for necessary approvals and funding.
- 16.** The Minister of Administration will lead the staff to evaluate and change as necessary the plan for handicap, guest, and other **special needs parking** allocation and labeling.
- 17.** The Minister of Administration will lead the staff to develop a comprehensive **church signage** plan that will allow for alterations and expansions in the future.

He will bring recommendations as appropriate to Ministry Teams and to the church for necessary approvals and funding.

18. The Minister of Administration will establish ways to monitor the effectiveness of the church's methodologies of **communication** and recommend changes or additions to those methodologies as he deems appropriate. He will help Ministerial Staff members evaluate the effectiveness of communication in each of their ministries.
19. For each area of staff responsibility above, the staff will design and implement a methodology to evaluate the effectiveness of what is being done to accomplish the stated purpose.

In order to reach and disciple more Millennials and Generation Z, and to provide facilities conducive for reaching and discipling people of all generations, the Pastor and staff of St. Andrew Baptist Church recommend that the church

Ask the **Property & Space Team** to do the following:

1. Develop a **plan to make immediate updates** to the foyer and mall area, the entrance area of the Worship Center, Bride/Mom's Room, Conference Rooms, and to the Ladies' and Men's Restrooms in the mall area.
2. Oversee work approved by the church, bringing periodic reports of progress and needs back to the church at large.

Elect a **Building Team** and charge them with the following duties:

1. Develop a **plan and proposed cost** for the following:
 - a. Update the appearance, lighting, sound, and technology of the **Worship Center, foyer, and mall area**.
 - b. Expand the **seating** in the Worship Center by removing the pews and using individual seats.
 - c. Enclose portions of the breezeway to provide more attractive entrances and more **gathering space** for worshippers before and after services.
 - d. Create a new and **updated exterior appearance** of the Worship Center from the vantage point of Highway 98 and from Beck Avenue.
 - e. **Relocate the church offices** that are adjacent to the mall area and expand and fully update the **Ladies' and Men's Restrooms**.
 - f. Develop space vacated by staff offices and not needed for restroom expansion for **Senior Adult classroom** space.
 - g. Work with staff to explore changes that would aid in utilizing existing space more efficiently to provide rooms for **new classes**.

- h. Develop a plan for increasing **classroom space for Students**.
 - i. Develop a plan for updating and expanding the **technology** throughout the campus, including classrooms.
 - j. Develop a plan for **Kid Zone expansion** so that when the church approaches attendance requiring more space for preschoolers and/or children, we will be able to implement promptly.
2. Oversee work approved by the church, bringing periodic reports of progress and needs back to the church at large.