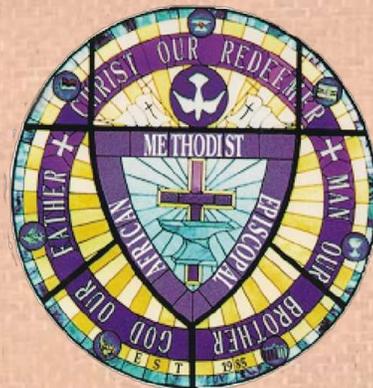


First African Methodist Episcopal Church

Strategic Plan 2008-2013



“A Working Document to assist us in our continuous pursuit of excellence in Christ”

Table of Contents

<i>PASTOR'S MESSAGE</i>	4
<i>VISION</i>	6
<i>CORE VALUES</i>	7
<i>MISSION STATEMENT</i>	8
<i>STRATEGIC OBJECTIVES AND GOALS</i>	9
<i>NEXT STEPS</i>	14



Pastor's Message

I have been privileged to serve this great congregation known as First African Methodist Episcopal (FAME) Church of Manassas for almost fifteen years -- since December 19, 1993.

During this time I have seen growth and decline; I have seen prosperous and poverty-like moments; I have seen laughter and tears; I have seen heartwarming and heartbreaking; I have seen children graduate, go to college, some returning, others move on to new lives; I have seen the church at its finest and at it's lowest. But through it all, the ups and the downs, the trials and the triumphs, the pains and the pleasures, I must declare without hesitation, that this is the finest church any pastor could ever want to be a part of.

I do take note that year after year we have developed and published the vision program. Through this program we have tried to be faithful to God and the people of God in providing earnest and sincere service, compassionate and devoted counsel, informational and inspirational sermons, quality and qualified leadership. However, each year the program gets side tracked and/or ignored because of inconsistent and incoherent approaches. Or, maybe the vision has not been as plain as we had intended or perceived it to be.

So it came to me that the church, in all facets of ministry and witness, needed to have a long-term vision in order to facilitate growth, opportunity, leadership and management, while building a strong spiritual character. To accomplish this, I felt that we needed to have clergy and laity preparation of the plan that is theological and practical in every approach. It seemed appropriate that the church should develop a 5-year strategic plan.

This strategic plan would help:

- *Identify, from both a Biblical and practical way, our strengths and our weaknesses;*
- *Enhance our spiritual growth and development opportunities;*
- *Ensure economic growth and financial responsibility;*
- *Embrace all mankind; and*
- *Improve relations and mission envelopment.*

I want to thank Sister Zelda Cook for accepting the awesome responsibility of this task. She took the initiative and deeply committed herself to the state of this informational document we have now. I would also thank those who worked with her as a committee for their hard work and intellectual prowess.

I want to thank you, the members of this congregation for your continued and invaluable support to the life, the witness, and the overall ministry of FAME. It is because of you that we are able to do the work and by the grace of God that the work gets done.

I pray that this document would provide you with the information of the church and its mission and inspire you to do more for Christ – remember that it is only what you do for Him that will be counted in the end.

To God be the glory – great things He has done – is doing – will do when the people have a mind and a vision to work!

Ronald A. Boykin

Ronald A. Boykin, Pastor

OUR VISION

*A Church striving to be Spiritually Discerned,
Scripturally Directed and Strategically
Developed!*

OUR CORE VALUES

***Love** - for God, our Church, our families, our community and the World.*

***Dedication** - to undertake God's work using our energies, innovations, and collective resources.*

***Integrity** - through truthfulness, sincerity, and honesty in our thoughts, words, and deeds.*

***Humility** - and Grace in serving the Lord and His children.*

***Faithfulness** - to read God's word, study it, meditate on it, and obey it.*

OUR MISSION

***Preach, Provide, Know, Share, and Build upon
God's Love to Make a Difference.***

Preach the Good News of salvation that Christ is available to all.

Provide meaningful and spiritually rewarding worship experiences and a program of discipleship through education, witness and outreach.

Know and Share God's Love.

Build a congregation devoted to achieving God's vision for His people.

Make a difference in the lives of our members and in our community.

OUR STRATEGIC OBJECTIVES

“The FAME Five”

1. “The Church Worshipping” (Spirituality)

Objective Description: This objective is to foster an environment at FAME that confirms opportunities for the congregation to achieve a closer personal relationship with Christ through worship experiences that invoke the presence of the Lord rather than simply following rituals.

Scriptural Text: *“But a time is coming, and is already here! Even when the true worshipers will worship the Father in spirit and in truth. These are the ones that the Father is seeking to worship Him. God is a Spirit and those who worship Him must be lead by the spirit to worship Him according to truth.” – John 4:23-24 (CEV)*

Strategic Goals

- 1.1 Craft services, events and activities that first “honor” God and powerfully bring people into His presence.
- 1.2 Promote more excitement of being in worship through consistent “praise and worship”, a focused order of service, creative and relevant messages and the establishment of a Youth Church.
- 1.3 Attract, nurture, and grow new members who have a yearning to build a closer relationship to Christ.
- 1.4 Provide solid teachings on “worship” that will enable our members to understand that worship values Christ more than anything in this world.

2. “The Church Reaching” (Evangelism, Missions and Outreach)

Objective Description: This objective is to be responsive to FAME’s call to witness and minister to the spiritual, social, intellectual, physical, emotional, and environmental needs of all people.

Scriptural Text: *“When I was hungry, you gave me something to eat, and when I was thirsty, you gave me something to drink. When I was a stranger, you welcomed me, and when I was naked, you gave me clothes to wear. When I was sick, you took care of me, and when I was in jail, you visited me.”* – Matt. 25:35-36 (CEV)

Strategic Goals

- 2.1 Actively spread the Gospel of Jesus Christ by taking the hope and healing of the Church out into the community.
- 2.2 Develop partnerships with other congregations, community-based organizations, nonprofits and the government to appropriately help members and the community with their basic needs and emergency assistance.
- 2.3 Embrace Christian diversity by developing and promoting programs that foster greater understanding of other ethnic, racial, and religious groups.
- 2.4 Equip and empower members with a strengthened understanding of the link between “outreach” and “evangelism.”

3. “The Church Teaching” (Christian Education)

Objective Description: This objective is to instill in the hearts and minds of FAME the desire to love the Bible, be regular readers of the Bible and live by the Bible’s teaching.

Scriptural Text:

“Do your best to win God’s approval as a worker who doesn’t need to be ashamed and who teaches only the true message.” – 2 Timothy 2:15 (CEV)

Strategic Goals

- 3.1 Enhance our Bible literacy and challenge members to develop a reliance on the Holy Spirit and the Bible.
- 3.2 Design and produce Church School and Bible Study class curriculums that are relevant and developmentally effective.
- 3.3 Broaden our understanding and appreciation of the AME Church history, structure, and methodology.
- 3.4 Provide training for teachers in order to maintain innovation and consistency in instruction.

4. “The Church Giving” (Stewardship)

Objective Description: This objective is to ensure that FAME fulfills the spiritual priority that God has given us to live a sacrificial life and manage the resources He has provided.

Scriptural Text: *“God has also given each of us different gifts to use... If we can serve others, we should serve. If we can give, we should be generous. If we are leaders, we should do our best. If we are good to others, we should do it cheerfully.”* – Romans 12:6-8 (CEV)

Strategic Goals

- 4.1 Broaden members' understanding of the spirituality of stewardship as central to our Christian faith and inclusive of the gifts of time, talent, and treasure.
- 4.2 Ensure that FAME has ample resources to do the Lord's work by creating an environment that matches the skill of our members to the needs of the Church and community.
- 4.3 Advance our spiritual growth through the principles of tithing.
- 4.4 Ensure fiscal accountability for all funds and clearly communicate a sound financial plan for our future.

5. “The Church Growing” (Personal and Community Development)

Objective Description: This objective is to establish FAME as a relevant, vibrant, faith-filled, and lifelong learning vessel that fulfills the comprehensive needs of individuals, families and the community.

Scriptural Text: *“I will bless you with a future of success, not suffering.”* – Jeremiah 29:11 (CEV)

Strategic Goals

- 5.1 Identify and evaluate the need to develop new ministries, combine overlapping ones, and/or redefine those that no longer effectively meets the needs of FAME and the community.
- 5.2 Maximize the use of our facility by hosting services and programs that help individuals, families, and children succeed in all walks of life.
- 5.3 Support human service and social justice concerns by developing sustainable partnerships throughout the community.
- 5.4 Introduce and/or further the relationship individuals have with Jesus by helping them in their faith, knowledge, worship, and services as His devoted followers

Next Steps

The Strategic Planning Committee (SPC) of First African Methodist Episcopal (FAME) Church of Manassas would like to take this opportunity to thank the Pastor, members, Stewards, and ministries of FAME for your cooperation, guidance, contributions to the process, and words of encouragement. Even though the SPC consisted of a small group of FAME members working together to develop this plan, the feedback provided through the completed surveys was invaluable to the development of the plan. By utilizing this approach, the committee enabled broad participation from the FAME membership in the strategic planning process. However, for the FAME strategic plan to be successful, it must be clearly understood and enthusiastically embraced by the members and the church leadership.

As many of you know, this is FAME's initial effort at developing a "formal" strategic plan for the Church. Careful planning will enhance FAME's ability to effectively fulfill its mission and ministry mandates. However, when developing a strategic plan for a church, you have to navigate a narrow path between the business-based discipline of strategic planning and the primacy of God's will for our lives as a church and as individuals. For it is God's plan we want for FAME, not our own. "Many are the plans in a man's heart, but it is the Lord's purpose that prevails" – Proverbs 19:21

The next steps in the strategic planning process are for the SPC to work with the appropriate Stewards and FAME ministries to encourage ownership of the strategic goals outlined in the five objectives. Once ownership is acknowledged by the Stewards and FAME ministries, the SPC will assist these groups with implementation of the goals through developing clearly defined action plans for each of the strategic goals. The action plans will provide detailed information on the work needed to move toward reaching each goal by identifying the action; who will be responsible for the action; when it will be completed; and the projected cost.

After action plans have been completed, approved by the appropriate authorities, and implemented, results will be monitored to determine progress against the strategic goals. The results will be regularly reported during the Church Official Board meetings.

You are receiving the initial version of this plan for your edification and to assist the SPC as we move into the implementation phase detailed above. Understand that the plan itself is a living document which will be revisited annually to address changing priorities, lessons learned, resource adjustments, and/or required fine-tuning.

Respectfully,

FAME Strategic Planning Committee

FAME Strategic Planning Committee Members

Zelda Cook, Chairperson

LaDovia Donaldson

Donald Jemison

Jerome Malveaux

Earl Nicks

Telly Whitfield

First A.M.E. Church of Manassas

Rt. Rev. Adam Jefferson Richardson
Reverend Goodwin Douglas
Reverend Ronald A. Boykin

Presiding Prelate
Presiding Elder
Pastor

F.A.M.E's MINISTERIAL STAFF

Rev. Murriel Cullins

Rev. Carol Rogers

Rev. Octavia Howell

Rev. Pauline Johnson

Rev. Andra Hoxie

Rev. Paul McAllister

Rev. Larry Rogers

MISSION STATEMENT

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