



Honoring our past.
Hope for the future.



Lexington
Baptist Church

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Future Vision & Goals



Lexington
Baptist Church

Vision Statement

Taking the Gospel to everyone, everywhere.

Mission Statement

At Lexington Baptist Church, our mission is to make disciples of Jesus in Lexington and around the world by taking the Gospel to everyone, everywhere.

Scripture Support

“For God so loved the world he gave his only son that whosoever believes in Him would not perish but have everlasting life.” - John 3:16

“Then Jesus came to them and said, “All authority in heaven and on earth has been given to me.¹⁹ Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit,²⁰ and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.” - Matthew 28:18-20

“Commit to the Lord whatever you do, and he will establish your plans.” - Proverbs 16:3

Listening to the Holy Spirit

Without the guidance of the Holy Spirit, there is no future for Lexington Baptist Church. As an overseer, I am called to follow His lead and faithfully fulfill the vision He provides. My highest priority, both in my marriage and in leading LBC, is to listen for the Spirit’s direction and respond in obedience. The plans outlined in the following pages reflect what the Holy Spirit has placed on my heart for our church’s path forward. At the same time, I remain open and attentive to any shift in direction or new vision He may reveal.



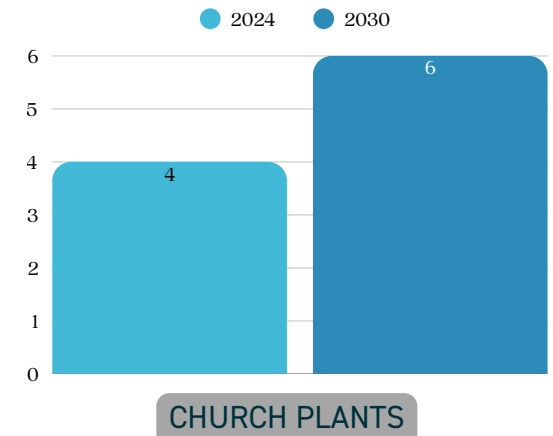
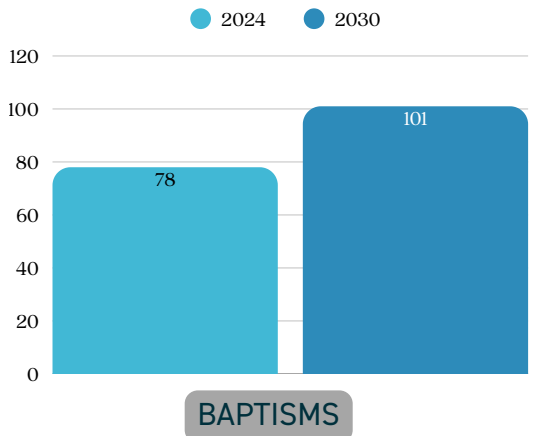
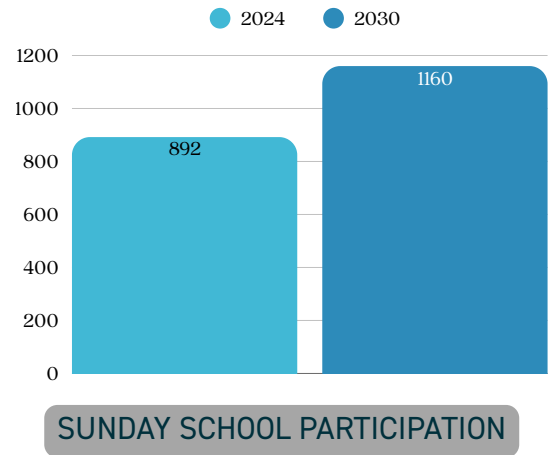
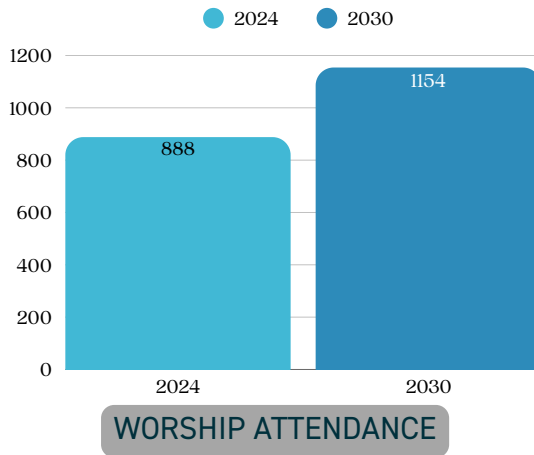
5-Year Vision for Kingdom Impact

We are committed to building a purpose-driven church that is prepared and passionate about taking the Gospel to everyone, everywhere. The following strategic goals for the next decade reflect that commitment.

30 for 30 Vision: Goals for 2030

By the end of 2030, the objective is a 30% increase in four key areas of ministry:

- **Worship Attendance**
 - 2024 Average: 888
 - 2030 Goal: 1,154
- **Sunday School Participation**
 - 2024 Average: 892
 - 2030 Goal: 1,160
- **Annual Baptisms**
 - 2024 Total: 78
 - 2030 Goal: 101
- **Church Plants (Local & Global)**
 - 2024 Total: 4
 - 2030 Goal: 6



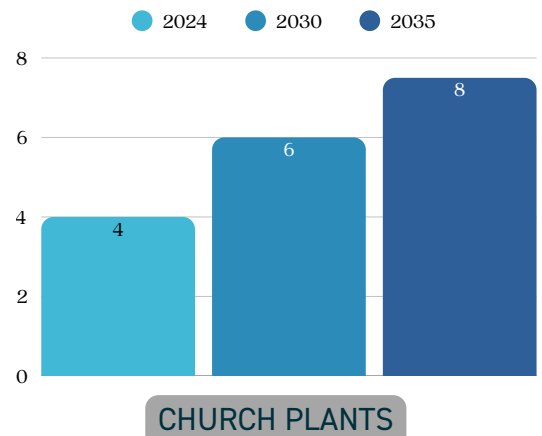
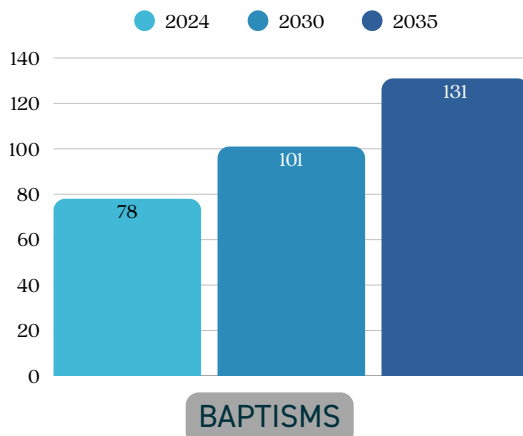
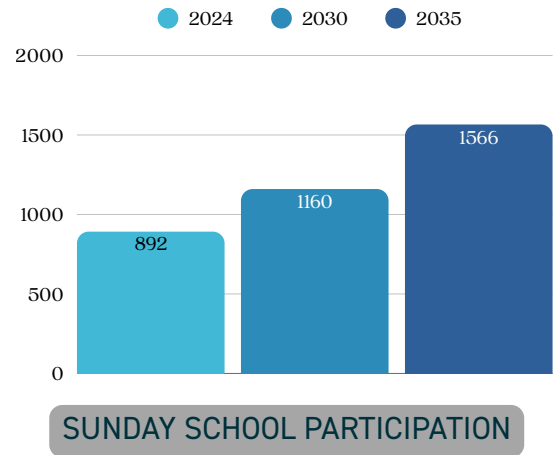
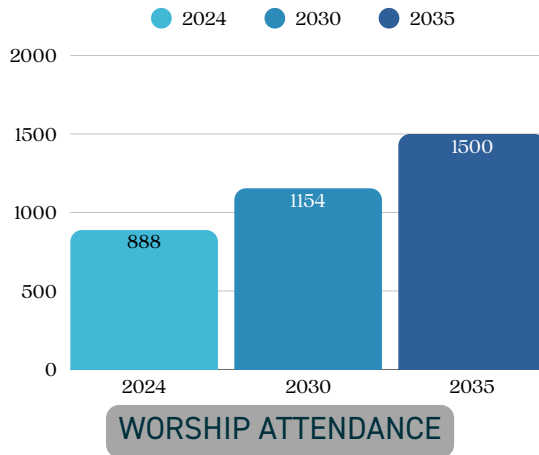
10-Year Vision for Kingdom Impact

A decade of purpose, progress, and proclamation—this 10-year plan is focused on growing deeper in faith, wider in reach, and stronger in our mission to take the Gospel to everyone, everywhere."

35 for 35 Vision: Goals for 2035

In ten years, it will be 2035. The goals for 2035 are 35 for 35.

- **Worship Attendance**
 - **2030 Average:** 1154
 - **2035 Goal:** 1,500
- **Sunday School Participation**
 - **2030 Average:** 1160
 - **2035 Goal:** 1,566
- **Annual Baptisms**
 - **2030 Total:** 101
 - **2035 Goal:** 131
- **Church Plants (Local & Global)**
 - **2030 Total:** 6
 - **2035 Goal:** 7-8



Measuring What Matters: Church Health Over Numbers

While these numerical goals will motivate LBC and help us to seek God with excellence, the spiritual health of the church is more important than simply tracking growth in attendance. Even though numbers matter, they must also reflect lives being transformed by the Gospel—not just seats being filled.

Rather than focusing solely on how many people enter the front door, church leadership will regularly conduct church health assessments to ensure our congregation is growing in faith, unity, and mission. Healthy churches know their purpose, live out their vision, and fulfill the Great Commission together.

Spiritual vitality and key ministry metrics will be measured through:

- Baptisms
- Attendance-to-membership ratio
- Adult volunteer engagement
- Intergenerational balance in attendance and involvement

Signs of a Healthy Church:

Healthy churches:

- Have a clear, shared vision and mission
- Grow both spiritually and numerically
- Equip every member to fulfill the Great Commission
- Prioritize vibrant prayer and worship
- Are led by spiritually and emotionally healthy staff
- Cultivate authentic, Christ-centered community
- Make God's Word central to all they do
- Develop intentional pathways for discipleship
- Foster a culture of joy and freedom in worship
- Encourage regular Gospel conversations and evangelism
- Baptize new believers of all ages
- Are marked by cheerful and faithful giving
- Demonstrate genuine hospitality and warmth
- Maintain regular attendance of 30–40% of total membership
- Empower adults to invest in the next generation
- Reflect healthy age diversity across the congregation

Target Age Distribution:

- 30% – Preschool, Children, and Students
- 20% – Ages 20–40
- 20% – Ages 40–60
- 20% – Ages 60–80
- 10% – Ages 80+

When one age group becomes disproportionately represented, outreach and discipleship in other age ranges can suffer, leading to stagnation in ministry.

Spiritual check-ins with key leaders will also be prioritized, knowing that healthy leaders are essential to cultivating a vibrant, mission-driven church.

Biblical Foundation

Jesus is alive and worthy to be shared with the world. Evangelism is not optional—it is a command:

- *Matthew 28:18–20* – “Go therefore and make disciples of all nations...”
- *Acts 1:8* – “You will be my witnesses... to the end of the earth.”

If we truly believe in the living hope of Jesus, we must not hide Him—we must share Him.

The following strategies will help LBC meet these five and ten-year goals.

Strategies to Grow Our Church Through Evangelism and Outreach

1. Prayer-Driven Outreach

- Establish a dedicated prayer team focused on outreach and salvation decisions
- Pray regularly for divine opportunities to share the Gospel
- Cover evangelistic events in intentional, church-wide prayer

2. Building a Culture of Evangelism

- Teach and model gospel conversations in everyday life
- Memorize key components of the salvation message
- Hold staff accountable for leading in personal evangelism
- Encourage loving others outwardly as part of spiritual maturity

3. Strategic Evangelism Training

- **Offer training through:**
 - Wednesday night discipleship classes
 - Sunday small groups
 - Periodic Saturday sessions
- **Focus on:**
 - How to build relationships
 - How to start and sustain Gospel conversations

4. Digital & Social Media Evangelism

- Use reels and videos to create interest and share life-changing stories
- Share real testimonies that highlight spiritual transformation
- Promote the church’s vision, needs, and events
- Increase awareness of our physical location—many in Lexington still don’t know the location of LBC
- Use social platforms to keep both congregation and community informed and engaged

Strategies to Grow Our Church Through Evangelism and Outreach (cont.)

5. Community-Based Evangelistic Events

- **Business by the Book**
 - Monthly business luncheon led by LBC (hoped to be led by Mickey Layden)
 - Reach marketplace leaders across Lexington and Columbia
- **Community Worship Events**
 - Off-campus services (e.g., Icehouse Amphitheatre) to meet people where they are
 - Seasonal scheduling for broader engagement
- **BIG Block Party Weekend**
 - Annual weekend of neighborhood parties hosted by LBC members
 - Aims to build relationships and share the Gospel in a relaxed setting
- **Loving Lexington**
 - Two weekends each year (Spring & Fall)
 - Practical ways to serve others (yard work, buying meals, free childcare, etc.)
 - Include LBC contact cards and pursue gospel conversations
- **Baptism at the River**
 - Over the past few years, we have seen several people from the community and state come to BATR to be baptized

6. On-Campus Community Outreach

- **Light Up the Night**
 - Fall festival with strong outreach appeal
- **Experience Christmas**
 - Celebrating Jesus' birth with the community
- **Mega Camp**
 - Summer kids' event reaching over 400 children with the Gospel
- **Easter**
 - Using social media, invite cards and word of mouth, we want Easter to be a major outreach opportunity for our people to invite neighbors, friends, family, and coworkers

7. Sunday Morning and Group-Based Evangelism

- **Pulpit Emphasis**
 - Regular encouragement and challenge from the platform to engage in evangelism
 - Share testimonies
 - Offer ongoing training
 - Encourage personal invitations and identify lost loved ones
- **Sunday School / Small Group Outreach**
 - Equip groups to be outreach-centered and life-giving
 - Launch new groups with outreach goals in mind
 - Use groups to invite and disciple newcomers

8. Celebrate Life-Change

- **Empower people to share their stories of life change with our community**



Beliefs & Values



Lexington
Baptist Church

PILLARS OF FAITH

On the front of our Worship Center, eight prominent pillars face Main Street. These pillars are more than just structural—they serve as a visible symbol of strength, stability, and direction, pointing the way into our place of worship. In the same way, they will represent eight core pillars of our faith—foundational truths that shape who we are and guide us forward as a church family.



Faith:

- **To know there is only one God, and He is the creator of the world.**
 - “In the beginning, God created the heavens and the earth...” - Genesis 1:1 a
- **To love the Lord with all your heart, soul, and strength.**
 - “...You shall love the Lord your God with all your heart and with all your soul and with all your might...” - Deuteronomy 6:4-5

Equipping:

- **Authority of Scripture - To seek the Bible for training and reproof, knowing it is the inerrant, infallible Word of God**
 - “All Scripture is breathed out by God and profitable for teaching, for reproof, for correction, and for training in righteousness, that the man of God may be complete, equipped for every good work.” - 2 Timothy 3:16-17
- **Authority of Jesus -- To live under the authority of Jesus, in the power of the Holy Spirit.**
 - “And we know that for those who love God all things work together for good, for those who are called according to his purpose.” - Romans 8:28

Mission:

- **To recognize lostness and the world’s need for Jesus.**
 - “For God so loved the world, that he gave his only Son, that whoever believes in him should not perish but have eternal life. For God did not send his Son into the world to condemn the world, but in order that the world might be saved through him. - John 3:16-17
- **To go and make disciples, evangelizing and discipling the people of Lexington and the world.**
 - “And Jesus came and said to them, “All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in^[b] the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age.” - Matthew 28:18-20
- **To live unashamed for the Gospel of Jesus Christ.**
 - “For I am not ashamed of the gospel, for it is the power of God for salvation to everyone who believes, to the Jew first and also to the Greek. ¹⁷For in it the righteousness of God is revealed from faith for faith, as it is written, “The righteous shall live by faith.” - Romans 1:16-17
- **To follow Jesus’ example and serve one another.**
 - “It shall not be so among you. But whoever would be great among you must be your servant, and whoever would be first among you must be your slave, even as the Son of Man came not to be served but to serve, and to give his life as a ransom for many.” - Matthew 20:26-28

Confession:

- **To repent of our unconfessed sin.**
 - “If we confess our sins, he is faithful and just and will forgive us our sins and purify us from all unrighteousness.” - 1 John 1:9

Prayer:

- **To live knowing our home is not here but in heaven.**
 - “For we know that if the tent that is our earthly home is destroyed, we have a building from God, a house not made with hands, eternal in the heavens. For in this tent we groan, longing to put on our heavenly dwelling,” - 2 Corinthians 5:1-2
 - “Let not your hearts be troubled. Believe in God; believe also in me. In my Father’s house are many rooms. If it were not so, would I have told you that I go to prepare a place for you? And if I go and prepare a place for you, I will come again and will take you to myself, that where I am you may be also.” - John 14:1-3

Family:

- **To cultivate healthy families by helping them grow in the Lord.**
 - “Train up a child in the way he should go; even when he is old he will not depart from it.” - Proverbs 22:6

Healing:

- **To love and show mercy to the grieving, the hurting, and the lonely.**

“Blessed be the God and Father of our Lord Jesus Christ, the Father of mercies and God of all comfort, who comforts us in all our affliction, so that we may be able to comfort those who are in any affliction, with the comfort with which we ourselves are comforted by God. For as we share abundantly in Christ’s sufferings, so through Christ we share abundantly in comfort too.” - 2 Corinthians 1:3-5

Praise:

- **To worship corporately to an audience of One.**
 - “Oh come, let us worship and bow down; let us kneel before the Lord, our Maker! – Psalm 95:6

These pillars of faith will guide us in becoming a dynamic and influential church—both in the Midlands and around the world. The hope is for every member of Lexington Baptist Church to embrace these eight pillars as daily priorities. How will we accomplish this? By following the clear words of Jesus: love God and love others.

- “You shall love the Lord your God with all your heart and with all your soul and with all your mind. This is the great and first commandment. And a second is like it: You shall love your neighbor as yourself.” - Matthew 22:37-39

Jesus used these words to instruct His followers on how to live, and we are called to do the same. Living out these values will require self-denial and full commitment to Christ, as He taught:

- “If anyone would come after me, let him deny himself and take up his cross daily and follow me.” - Luke 9:23

CORE VALUES

Worship

- We worship because God is worthy—together, we lift one voice to the One who gives us strength for today and hope for tomorrow.

Grow

- We grow deeper in Jesus through discipleship, fellowship, and generosity—becoming faithful followers in every group, every gathering, and every season.

Serve

- We serve to follow Jesus' example—finding our place, using our gifts, and building belonging in His church.

Go

- We go because the Gospel is for everyone, everywhere—taking Jesus to our neighbors and the nations so all can hear and believe.

Pray

- We pray because everything starts with God—uniting our hearts to speak, listen, and move in step with Him.

WORSHIP



“I will extol you, my God and King, and bless your name forever and ever. Every day I will bless you and praise your name forever and ever. Great is the Lord, and greatly to be praised, and his greatness is unsearchable.” - Psalm 145:1-3

Unwaveringly Jesus-Focused

At Lexington Baptist Church, worship will always be centered on the cross of Jesus Christ. What He accomplished for us through His sacrifice compels us to respond with lives of gratitude, reverence, and praise. Though we can never repay the debt we owe, we offer our worship as an expression of love and devotion. Worship is how we celebrate God, communicate with Him, and acknowledge Christ’s Lordship. It is our highest priority.

Strategy for Spirit-Led Worship

To faithfully lead our church in worship, we will:

- **Prioritize Prayer** – Seek God’s guidance weekly.
- **Lead with Humility** – “Do nothing from selfish ambition... but in humility count others more significant than yourselves.” (Philippians 2:3-4)
- **Listen to God** – Spend time personally and corporately hearing from Him.
- **Unify Preaching & Worship** – Align worship and preaching schedules.

Unified Corporate Worship Services:

Unified worship experiences will continue to be offered weekly. While we may not fully comprehend what worship in heaven will be like, Scripture makes clear it will be centered on Christ—not personal preference. Our aim is the same: to glorify Jesus, not cater to ourselves. Worship at LBC will be designed to honor God, bringing together diverse voices in unity.

WORSHIP

Worship Service Components

Worship services will remain uncompromisingly Jesus-focused and will include:

- Biblical preaching
- Theologically rich music (hymns, classics, modern)
- Corporate and individual prayer
- Weekly Scripture reading
- Opportunities to respond to God's Word
- Testimonies of life change
- Giving
- Purposeful use of media
- Freedom in worship

Adjusting Worship Times

Initially, Sunday morning times will continue with one small adjustment. The first service will begin at 8:30am instead of the current 8:45am start time.

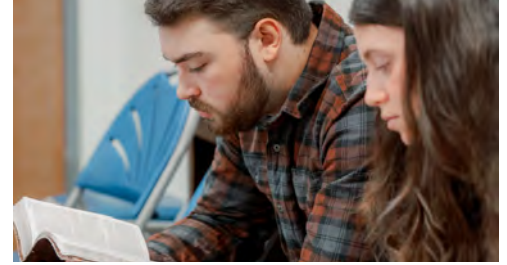
- **7:30am** - Early Sunday school hour
- **8:30am** - First Worship Service
- **9:45am** - Regular Sunday school hour
- **11:00am** - Second Worship Service

The reason for this adjustment is to allow more transition time between services and Sunday school, creating greater flexibility when God moves in worship and helping more people arrive on time for the second service.

As LBC grows, future adjustments to the Sunday morning schedule may be necessary to create more space for Sunday school. One potential schedule could be:

- **8:00am** - Early Sunday school
- **9:00am** - First Worship / Sunday school
- **10:30am** - Second Worship / Sunday school

GROW



“So Jesus said to the Jews who had believed him, ‘If you abide in my word, you are truly my disciples, and you will know the truth, and the truth will set you free.’” - John 8:31-32

Christ-Centered Community

Discipleship at Lexington Baptist Church is designed to move people from simply attending church to living in Christ-centered community. Our goal is to foster spiritual growth and life transformation through a variety of group-based environments that connect people to God, His Word, and one another.

Foundational Focus: Prayer

Prayer undergirds our entire discipleship ministry. We will:

- Consistently pray for group leaders and members
- Pray for a deep hunger for God’s Word across our church
- Ask God to raise up new teachers and leaders

Sunday Morning Groups (Sunday School)

Sunday morning groups are the foundation of our discipleship strategy, offering a place for every age to grow in Biblical knowledge and Christian community.

Primary Focus: Bible study and prayer

Secondary Focus: Fellowship and ministry

Strategic Goals:

- Launch 2–3 new adult groups annually
- Equip teachers in effective Bible study and lesson preparation
- Offer short-term topical classes (e.g., marriage, parenting, giving, book studies)
 - Typically 4 weeks in length
- Develop and mentor apprentices for future teaching roles

GROW

Wednesday Evening Groups (Midweek)

These midweek offerings will provide accessible, diverse discipleship paths for adults in varying life stages.

Format Options:

- 4-week, 8-week, or semester-long courses

Semester Offerings May Include:

- Bible book studies
- Men's and women's classes
- Classes focused on prayer or relationships (parenting, marriage, grandparenting)
- Pastor's teaching series
- Missional emphasis classes

Home Groups (Future Consideration)

As the need arises, leadership will explore launching home-based groups to:

- Provide midweek Bible study opportunities
- Free individuals to serve on Sunday mornings while still participating in discipleship

L-Groups (Leadership Discipleship)

L-Groups are intensive, small-group environments focused on in-depth Bible reading, journaling, and leadership development.

Key Elements:

- Duration: One year or less
- Designed to replicate yearly and multiply disciples
- All ministry directors and staff are expected to lead an L-Group annually

SERVE



“As each has received a gift, use it to serve one another, as good stewards of God’s varied grace.”
-1 Peter 4:10

Serving Together

Serving is essential to the health, growth, and mission of Lexington Baptist Church. Ministry engagement not only supports the church’s work but also deepens personal discipleship and strengthens the body of Christ. The objective is for every individual to find a meaningful place to serve.

Vision Casting and Appreciation

Volunteers are the heartbeat of ministry at LBC; retaining and encouraging them is more important than simply recruiting new ones.

A commitment to showing ongoing appreciation is imperative through:

- **Equipping Leaders.** The church will ensure that all ministry volunteers have the tools, supplies, and lesson materials they need to serve with excellence. From curriculum to classroom resources, leadership will work diligently to remove barriers so volunteers can lead with confidence and clarity.
- **Expressing appreciation.** Small tokens of appreciation and an annual thank-you dinner will provide an opportunity to celebrate dedication, share ministry updates, and provide training to help us grow stronger together.

Every volunteer plays a vital role in advancing the mission of the Gospel, and the church wants each one to know they are seen, valued, and essential.

Leadership Dinners

Leadership dinners will continue to be hosted three times a year, with a few adjustments to the purpose and guest list. These gatherings will focus on prayer, ministry updates, and casting future vision. Currently, deacons, ministry council members, and their spouses are invited. Moving forward, all church committee members and their spouses will also be included, as they hold congregationally-affirmed leadership roles.

SERVE

Recruitment

Spiritual Gifts Inventory

- Identifying spiritual gifts is essential to recruiting and equipping the right people for the right roles, leading to stronger ministry and a healthier church.
- Opportunities will be offered through Sunday school and worship services to teach about spiritual gifts and encourage every LBC member to complete a spiritual gifts inventory every 3–5 years.
- This helps to discern how God has uniquely gifted each person and how those gifts can advance His mission through LBC.
- **These inventories help:**
 - Clarify strengths and areas for growth
 - Align members with God’s plan for LBC
 - Lead to filling needed areas of service
 - Uncover new areas of ministry potential

Signing Day

We want to honor those who serve in our church. Rayna and I were blessed to raise two athletes who signed with their universities—I believe we can bring that same spirit to ministry. Each year, we will host a “Signing Day” to celebrate those stepping into service—both new leaders and those recommitting.

Signing day will help us:

- express gratitude for the time, energy, and heart our leaders pour into ministry
- inspire others to step into service
- raise awareness of current needs and open opportunities within the church

Discover LBC

Discover LBC is the church’s new members class, where attendees learn more about the mission, values, and vision of LBC. A key part of this class is helping every person find a place to serve. During the lunch, participants are introduced to various ministry opportunities and receive a Service Commitment Form to explore areas where they can get involved and use their gifts for the Kingdom.

SERVICE OPPORTUNITIES



Name: _____
Email: _____
Cell Phone Number: _____

NEXT GEN MINISTRY <ul style="list-style-type: none"><input type="checkbox"/> Nursery / Toddlers<input type="checkbox"/> Preschool Small Group Leader<input type="checkbox"/> Elementary Small Group Leader<input type="checkbox"/> Student Small Group Leader	WORSHIP MINISTRY <ul style="list-style-type: none"><input type="checkbox"/> Worship Choir / Vocal Team<input type="checkbox"/> Orchestra / Rhythm Section
ADULT MINISTRY <ul style="list-style-type: none"><input type="checkbox"/> Adult Small Group Leader	CREATIVE MINISTRY <ul style="list-style-type: none"><input type="checkbox"/> Video Camera Operator<input type="checkbox"/> Photography<input type="checkbox"/> Tech Team
FRONTLINE MINISTRY <ul style="list-style-type: none"><input type="checkbox"/> Greeter / Welcome Team<input type="checkbox"/> Usher<input type="checkbox"/> Parking Lot / Golf Cart Team	MISSIONS MINISTRY <ul style="list-style-type: none"><input type="checkbox"/> Local Mission Projects<input type="checkbox"/> Short-Term Mission Trips
OTHER OPPORTUNITIES <ul style="list-style-type: none"><input type="checkbox"/> Prayer Community<input type="checkbox"/> Hostess Team (Wed. Dinner)<input type="checkbox"/> Church Receptionist Volunteer<input type="checkbox"/> FLC Front Desk Volunteer	Comments _____ _____ _____ _____

GO



“Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit,” - Matthew 28:19

Lexington and Around the World

A successful missions ministry is built on foundational commitments that align with the heart of God and the mission of the Church. Lexington Baptist Church is committed to reaching the world with the Gospel—locally, nationally, and globally—through prayer, partnership, and intentional action.

Foundational Focus: Prayer

Prayer will undergird every missional endeavor at LBC. It is our first step in preparation, our strength in execution, and our covering throughout every outreach, trip, or event.

- Focused intercession for every mission team and initiative
- Regular updates for the congregation on how to pray for short-term missionaries
- Congregational engagement in ongoing prayer for global Gospel advancement

Training & Teaching: Equipping for the Mission

Mission efforts will be strengthened by equipping every believer with tools for evangelism and service.

Training Focus:

- Share your story and the Gospel with confidence
- Engage all age groups during our missions emphasis month
- Incorporate missions-focused curriculum in:
 - Children’s ministry
 - Student ministry
 - Adult classes

Teaching Opportunities:

- Wednesday night adult classes on missions (2x per year)
- Special Sunday School series tied to global outreach

GO

Church Planting

LBC has a strong history of planting and revitalizing churches. This ministry will expand across three tiers: local, national, and international.

Local Church Planting and Replanting

God has given Rayna and I a vision for establishing and revitalizing churches along two key corridors:

- Highway 1: Ridge Spring, SC to Dentsville, SC
- I-26: Irmo, SC to Dixiana, SC

This region, when viewed on a map, forms the shape of a cross—our local focus area. This provides a border for our local mission endeavors.

Goal: By 2035, plant or replant 3–4 churches in this region.

Cultural-Specific Local Plants:

- West Columbia, SC : Our ministry through River District Church will continue to serving the diverse population in West Columbia.
- ***NEW** - Lexington, SC: The Lexington Baptist Associate has offered a building and 17 acres for a future church plant off Longs Pond Road.
- ***NEW** - Launch a Persian-speaking church (Lexington/West Columbia)
- ***NEW** - Reach Hispanic communities in Gilbert and West Columbia with contextualized ministry



National Church Planting and Replanting

LBC currently has partnerships and relationships in key regions across the U.S. The objective is to expand and formalize this vision by 2040.

Priority Regions:

- Portland, OR: Reengage and replant a church (with \$220,000 currently designated)
- Brooklyn, NY: Support formation of a house church among Uzbek refugees
- North Florida: Deepen partnership with Love Gave Church and explore planting potential
- ***NEW** - Atlanta, GA: Partner with NAMB to identify opportunities in metro Atlanta
- ***NEW** - Chicago, IL: Pursue accessibly located Midwest church plant

GO

Church Planting (cont.)

International Church Planting and Replanting

LBC has thriving international partnerships and will continue to support and expand them through prayer, finances, and volunteer teams.

Current Engagements:

- Central Asia
- Nicaragua (Chosen Children Ministries)
- Peru (Chepén Church Plant)

New Target:

- Toronto, Canada: Work with Iranian refugees to plant a church by Summer 2026
 - Vision trips conducted in October 2024 and March 2025
 - Long-term partnership development underway

Local Mission Partnerships

Local Mission Partnerships

Local ministry partnerships will be strengthened by connecting every Sunday school group to a specific local mission. Practically, they will support their partner through:

- Financial support
- Volunteer involvement
- Focused prayer

Current Partners:

- Oil Change Ministry
- Prison Ministry
- Daybreak LifeCare Center
- Mission Lexington
- Fellowship of Christian Athletes
- English as a Second Language (ESL)
- Families of Hope
- LaVie Pregnancy Care Center
- Lighthouse for Life
- Gideons
- ARISE Ministry
- Laces4Love
- Backpack Ministry
- River District Church



GO

National & Global Mission Partnerships

LBC's existing partnerships form a strong foundation for our mission strategy. These will continue to be resourced and expanded.

National Partners:

- Disaster Relief
- Woodstock Community Church (Portland, OR)
- Love Gave Church (Jacksonville, FL)
- Brooklyn (New York)

Global Partners:

- Operation Christmas Child
- NC Persian Ministry
- Central Asia – Z Church Plant
- Toronto Persian Ministry
- Chosen Children Ministries (Nicaragua)
- Chepén Church Plant (Peru)

Mission Trips

Mission trips are a transformative tool for discipleship, allowing believers to witness the work of God beyond their immediate context.

- Reinforce the global sovereignty of God
- Stretch believers to step out in faith
- Provide opportunities for evangelism, service, and cultural engagement
- Scale the number of trips as the church grows spiritually and numerically



PRAY



“If my people, who are called by my name, will humble themselves and pray and seek my face and turn from their wicked ways, then I will hear from heaven, and I will forgive their sin and will heal their land. Now my eyes will be open and my ears attentive to the prayers offered in this place. “

- 2 Chronicles 7:14-15

The Centrality of Prayer

Prayer is—and will remain—the lifeline of Lexington Baptist Church. It is our first response, not a last resort. Every ministry, meeting, event, and decision will be covered in intentional prayer. Our vision is to cultivate a culture where prayer is not a program, but a posture of dependence on God.

Leadership & Oversight: Pastor for Prayer

To elevate the importance of prayer church-wide, dedicated leadership is essential.

- In August 2024, Mark Hathcox began overseeing the prayer ministry in a part-time role.
- As prayer becomes more embedded in our culture, this role may grow into a full-time Pastor for Prayer position.
- This role will provide leadership, coordination, and vision for all prayer-related initiatives across LBC.

Ministry Budgets & Prayer:

As a staff, we want to demonstrate our wholehearted commitment to prayer—not just in word, but in practice. To that end, I am asking each ministry to intentionally allocate a portion of its budget specifically for prayer. Our long-term goal is for every ministry to dedicate 5–10% of its annual budget to prayer-focused efforts, including:

- Resources to equip volunteers and leaders in prayer
- Printed or digital prayer guides for ministry members
- Prayer journals and other tools to encourage a lifestyle of prayer

PRAY

Daily Congregational Engagement

In 2025, LBC launched a 365-Day Prayer Calendar to unify the church in daily prayer.

- **Focus areas include:**
 - Church staff & leadership
 - Ministry areas
 - Missionaries & mission partners
 - The lost (family, friends, coworkers, neighbors)
 - Major church events (Easter, Mega Camp, Light Up the Night, etc.)

This calendar serves as a tool to align our hearts and focus in daily intercession as a congregation.

Intercessory Prayer Teams & Communication

Weekly Prayer Texts

- Ongoing communication with Intercessory Prayer Teams via weekly text messages
- Texts include updated prayer needs and focused areas of intercession

Dedicated Intercessory Prayer Teams

Volunteer-based teams commit to weekly, bi-weekly, or monthly rhythms of focused prayer. Some meet in person during Sunday worship and Bible study times to pray or walk the campus.

Key Prayer Areas:

- Evangelism & salvation of the lost
- Worship & Bible study
- Church plants, replants & missions
- Short- and long-term mission efforts
- Church leadership & staff
- Spiritual warfare
- Marriages & families
- Church growth & baptisms
- Children & students
- Prayer requests & needs
- Former Deacon Chair Prayer Team (meets monthly)

Team Responsibilities:

- Pray consistently for their assigned area
- Receive prayer updates and reminders
- Support all major outreach and evangelistic events with focused prayer

PRAY

Weekly Worship Prayer Focus

Prayer will be a visible and prioritized element in every weekly worship service.

Regular Areas of Focus:

- The lost
- Spiritual warfare
- Marriages & families
- Healing
- Grief
- Children and students
- First responders & teachers
- Church leadership & staff
- National concerns (military, government, schools, etc.)
- Deacons, ministry council, and Sunday school leaders

Wednesday Night Prayer Initiatives

Prayer will be intentionally built into our midweek discipleship strategy.

Prayer in Pastor's Wednesday Night Bible Study:

- 10 minutes of focused group prayer each week
- Specific areas: salvation, healing, bereavement, marriages, families

Prayer Teaching & Concentrations:

- Classes offered on the theology and practice of prayer
- Biannual Wednesday night Prayer Services (one in fall, one in spring)
 - No other classes meet on these nights
 - Designed as focused evenings of worship and intercession

Annual Prayer Focuses & Rhythms

An annual rhythm of prayer initiatives will continue to cultivate a praying church.

Key Objectives:

- Enlist more prayer partners and team members
- Integrate prayer more deeply into worship and teaching
- Offer special prayer classes and workshops
- Hold 2–4 dedicated nights of prayer and worship each year
- Encourage members to adopt prayer rhythms (hourly, daily, weekly, monthly) as a lifestyle of communion with God

Staff Development



Lexington
Baptist Church

STAFF DEVELOPMENT



Building a Healthy and Unified Staff Culture

At Lexington Baptist Church, we believe a healthy staff culture is essential for effective ministry. Exceptional church teams are unified in vision, clear in expectations, and supportive of one another. When ministries function collaboratively rather than in isolation, the church is strengthened and the Gospel is advanced.

Strategies for a Thriving Staff Team

1. **Clear Objectives & Expectations** - Staff will operate from clearly defined goals rooted in our church's vision.
2. **Shared Leadership** - Team involvement in decision-making fosters ownership and commitment. While some decisions rest with the Senior Pastor or Lead Team, input from staff will be prioritized.
3. **Building Trust**- We will celebrate wins, support each other in struggles, and invest in relationships.
4. **Team First** - Ministries will celebrate collective success. Team-based goals and mutual support will be encouraged across departments.
5. **Transparent Leadership** - Leaders will model vulnerability and accountability, creating a culture of openness and trust.

Staff Development & Vision Casting

- **Prayer Retreats:** Twice yearly, with quarterly mornings of prayer over ministry and community needs
- **Staff Retreats:** Two per year for planning and development (local, off-campus)
- **Lead Team & Spouses Retreat:** Every 3–5 years for renewal and vision alignment

STAFF

Common Challenges to Overcome

As a staff, we will be intentional to address challenges that often hinder staff unity and effectiveness:

1. **Doubt** - Doubts about vision or personal ability limit engagement. We will foster confidence through clarity, communication, and encouragement.
2. **Distraction** - Distraction dilutes purpose. Our focus will remain on Christ, discipleship, and the lost.
3. **Dysfunction** - Dysfunction stems from unclear leadership. We will consistently communicate mission and goals.
4. **Distrust** - Lack of trust damages collaboration. We will build a culture of respect and integrity.
5. **Disengagement** - Staff disengage when they feel undervalued. We will affirm, utilize, and celebrate every team member's gifts.
6. **Drama** - Drama disrupts unity. We will foster collaboration and shared goals to reduce interpersonal tension.

Weekly Meeting & Planning Rhythm

Monday

- 9:00am: Staff Prayer Time (guests, decisions, ministries, the lost)
- 9:30am: Lead Team Meeting (prayer, evaluation, planning)
- 11:30am: Lead Team/Ministry Staff Lunch
- 1:00pm: Lead/Ministry Team Coordination Meeting
- 2:00pm: Church Planters Strategy Meeting

Tuesday

- 8:45am: All Staff Meeting (prayer, calendar, Bible study, planning)
- 10:00am: Worship Planning & Sermon Prep

Wednesday

- 9:00am: Staff Prayer Time
- Staff Updates as needed

Additional Meetings

- First Thursday: long-range planning
- Second Thursday: future sermon series planning
- Quarterly: ministry evaluation & adjustment
- Biannual: 18-month calendar planning



Giving



Lexington
Baptist Church

GIVING



Three Teachable Expressions About Giving:

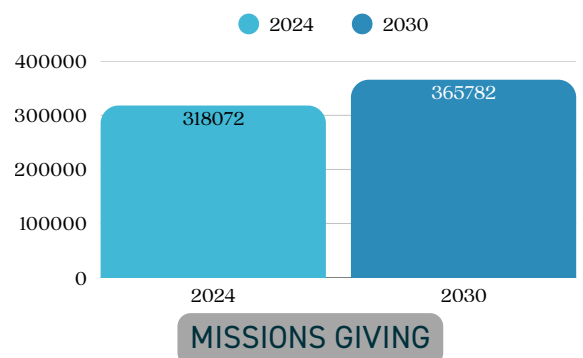
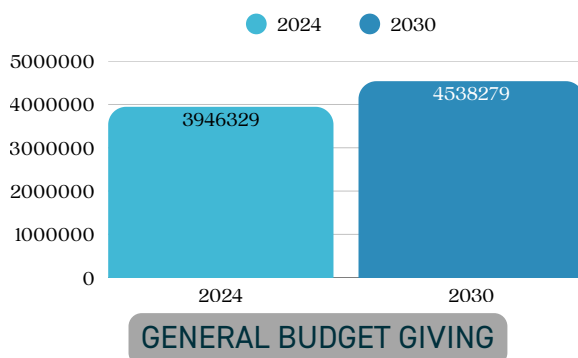
- **Giving is Expected**
 - God calls His people to give faithfully and generously—giving is not optional, but an act of obedience rooted in trust and stewardship.
- **Giving is a Response**
 - We give because God first gave to us. Our generosity is a natural response to His grace, love, and provision in our lives.
- **Giving is Contagious**
 - Generosity inspires generosity. When we give joyfully, it encourages others to do the same, multiplying impact for God's Kingdom.

Giving Projections

Based on projections outlined previously in this document, a 12–15% increase in giving by 2030 can be anticipated—but this growth will only come through intentional efforts to cultivate a heart of generosity within our church. Developing a culture of faithful giving takes time, teaching, and spiritual formation.

- **Giving Projections**
 - **2024 Giving**
 - General Budget: \$3,946,329
 - Missions: \$318,072
 - **2030 Projected Giving**
 - General Budget: \$4,538,279
 - Missions: \$365,782

Reaching these goals will require continued steadfast commitment to prayer and reliance on the power of the Holy Spirit to shape our hearts and direct our steps.



Strategies to Promote Giving at LBC:

1. Clarify the Why: Cultivate Vision Behind Giving

- **Create Annual Giving Themes** - Promote unified, church-wide giving focus with clear and compelling themes (e.g., Impact Tomorrow Today, Giving Changes Lives).
- **Explain the Purpose of Giving** - Communicate the Biblical foundation of giving and why it matters through sermons, printed materials, and group discussions.
- **Celebrate Ministry Impact** - Regularly share testimonies and visible outcomes of faithful giving—lives changed, ministries launched, needs met.

2. Make Giving Accessible

- **Highlight Giving Options Weekly**
 - Display all giving avenues (online, kiosk, app, text, offering plates) weekly on screens, bulletins, and the website.
- **Evaluate and Update Digital Tools**
 - Reassess the functionality of digital giving tools to better serve all age groups, especially Millennials and Gen Z.
- **Include Giving Info in Key Moments** -
 - Quarterly Contribution Statements: Include giving options.
 - Discover LBC: Provide printed giving guides.
 - First-Time Givers: Every new giving unit will receive a handwritten card from the finance office the week they first give with a guide on how to give routinely.

3. Celebrate and Encourage Faithfulness

- **Appreciation and Recognition**
 - Send hand-written thank-you notes to every new giving unit.
 - Mail quarterly letters of appreciation and updates.
- **Share Victories and Life Change**
 - Highlight mission work, student ministry salvations, and other fruit from giving in worship services and digital platforms.'

4. Tell Stories: Leverage Testimonies & Scripture

- **Use Video to Highlight God's Faithfulness**
 - Feature real stories of life change linked to generosity.
- **Equip Sunday School Leaders**
 - Encourage teachers to invite class members to share giving testimonies.
- **Promote Scripture-Based Giving**
 - Use Biblical principles consistently in communication across platforms (worship, social media, mailers).

Strategies to Promote Giving at LBC (cont.):

5. Inspire Growth in Generosity

- **Launch a 30-Day Giving Challenge**
 - Promote obedience through a faith-based giving challenge each October, drawing from Malachi 3:10 and Luke 6:38. Tie this to First Fruits Sunday.
- **Pastoral Giving Letters (Twice a Year)**
 - April: Highlight Bring the Tithe Day.
 - November: Encourage end-of-year giving.
- **Support a Giving On-Ramp**
 - Help people move from 0% to 10% gradually—celebrate growth, not just full tithing. Teach that the journey toward obedience starts with a step.

6. Build a Culture of Stewardship

- **Stewardship Emphasis in Children/Student Ministry**
 - Incorporate giving into May and October programming.
 - Add a missional giving emphasis for kids and students once or twice a year.
- **Analyze Giving Patterns by Age/Life Stage**
 - Study demographics to better tailor teaching and communication. Consider age-specific classes or 2-week series on generosity.
- **Regular Stewardship Q&As**
 - Twice a year, offer opportunities for members to ask financial and stewardship-related questions in person.

7. Create a Path for Non-Givers

- **Host Dinners for Non-Giving Attenders**
 - Provide a welcoming environment to hear about giving vision and address barriers with grace and encouragement.
- **Use Pledge Cards**
 - Specifically invite non-giving but attending units to take a first step through pledge commitments.

8. Set the Example: Staff Accountability

- **Model Generosity on Staff**
 - Hold staff accountable to tithing. Reinforce that leadership begins with obedience and generosity.



Ministry Profiles



Lexington
Baptist Church

FAMILY MINISTRY



LexKids Preschool

Preschool ministry lays the spiritual foundation for our youngest children while also equipping and encouraging their families.

Key Priorities:

- **Volunteer Focus:**
 - Recruit, train, and retain a strong team of volunteers.
 - Offer multiple volunteer training opportunities throughout the year.
- **Safety:**
 - Maintain a secure, nurturing environment through rigorous safety policies and background checks.
- **Faith Formation:**
 - Share Jesus through worship, engaging Bible stories, activities, and age-appropriate games.
- **Family Support:**
 - Offer Date Nights with free childcare—one specifically focused on outreach to unchurched families.
 - Host seasonal playdates to build relationships among families.
- **Weekday Preschool Integration:**
 - Provide Wednesday night meal gift cards to LBP families.
 - Increase visibility by having LBC preschool staff present at car lines and in the lobby.
 - Contact unchurched LBP families regularly, inviting them into church life.
 - Equip staff to greet and build trust during drop-off/pick-up.

FAMILY MINISTRY



LexKids Elementary

The aim is to raise up a generation that knows, loves, and follows Jesus with boldness and joy.

Spiritual Growth Goals:

- Help children build a solid foundation of faith.
- Teach them God's Word and lead children into a personal relationship with Jesus.
- Prepare children to live out God's mission.

Ministry Priorities:

• Outreach Events:

- Mega Camp and Light Up the Night will remain central outreach events that invite the community into a Gospel environment.

• Discipleship Pathways:

- Weekly Bible teaching and discipleship on Sundays
- Wednesday night choir includes Biblical instruction about the songs they sing.
- Foundations Class (quarterly): Focused on kids exploring faith and salvation, including parent participation.

• New Outreach Avenues:

- Explore partnerships with travel sports and local teams.
- Host special events (Father/Daughter, Mother/Son nights) to encourage Gospel conversations at home.
- Connect with local schools to support teachers and build trust in the community.

FAMILY MINISTRY



LexStudents

Students can be spiritual leaders now. Our student ministry is designed to empower, disciple, and send.

Key Strategies:

- **School Engagement:**
 - Sponsor club activities, teacher appreciation breakfasts, and provide classroom supplies.
 - Invite local high school staff and teams to student events.
 - Host a Back-to-School Principal Luncheon to build partnership and prayer support.
- **Leadership Development:**
 - Give students a voice by inviting them to serve on church teams as non-voting members (e.g., Stewardship, Missions, Ministry Council).
 - Train and mentor them in Biblical leadership, service, and accountability.
- **Discover LBC Students Class (Quarterly):**
 - Share the Gospel and explain LBC's mission.
 - Target students not regularly attending with their parents and encourage family involvement.
- **Missional Emphasis:**
 - Offer local and national mission opportunities.
 - Encourage students to lead and serve in outreach events across Lexington.

ADULT MIINISTRY



Young Adults

Intentionally reach college-aged individuals and young professionals, whether single or married, helping them connect to Christ and community.

Initiatives include:

- Bi-monthly fellowship events (e.g., worship nights, ultimate frisbee, co-ed sports)
- Bible studies off-campus that encourage authenticity and deep spiritual growth
- Creative community-building activities, like Christian book clubs and interest-based groups

LexWomen

LexWomen continues to grow as a vibrant, discipleship-centered ministry for women in all seasons of life.

2024 Milestone: Hired Karen Urquhart to lead the ministry.

Current & Future Focus:

- Bible Studies (weekday and evening options)
- Quarterly events focused on worship, teaching, and connection
- Prayer groups, new mom mentors, and mission service teams
- L-Groups for discipleship
- Fitness groups held in the Family Life Center
- Mentorship:
 - New moms paired with seasoned moms
 - Young couples paired with experienced couples

ADULT MIINISTRY

Men's Ministry

Our goal is to develop Godly men who lead at home, serve in the church, and impact the community.

Ongoing Ministries:

- **Man Morning** (monthly): Breakfast, teaching, and fellowship
- **L-Groups:** 9-month small groups launching each January and September
- **Key Events:**
 - Wild Game Dinner (September)
 - Football Sunday (January)
 - Both serve as L-Group kickoff events
- **Father/Son events, sports challenges, and workout/running groups**
 - **Community Changers:** A practical service ministry where men serve local families with home projects, especially widows, seniors, and single parents

Senior Adult Ministry

Senior adults are vital members of the body of Christ and their wisdom, faithfulness, and capacity for continued service should be recognized. The goal is to keep senior adults informed, engaged, and active in the mission and life of Lexington Baptist Church.

Key Priorities:

- **Connection to Church Vision:**
 - “Breakfast with the Pastor” (twice a year): An intentional gathering for senior adults to hear directly from the pastor about the vision, upcoming events, and ministry priorities. These breakfasts will provide space for questions, feedback, and relationship-building with leadership.
- **Expanded Fellowship & Ministry Opportunities:**
 - Create more events and trips to foster fellowship, fun, and spiritual connection.
 - Consider seasonal day trips, museum visits, faith-based conferences, or concerts.
- **Creative & Inclusive Outreach:**
 - Be intentional in reaching across the wide age range within the senior adult population—engaging both “younger seniors” (recent retirees) and “older seniors” (homebound or less mobile).
 - Bridge generational gaps by offering diverse entry points for involvement, including both active and care-based ministries.
- **Spiritual Growth & Discipleship:**
 - Offer small group gatherings to provide deeper Biblical teaching, meaningful friendships, and avenues for serving others.
- **New Ministry Ideas:**
 - **Prayer Quilt Ministry:** A team of senior adults who sew or assemble quilts for those in need of comfort and prayer—hospitalized, grieving, or in crisis.
 - **Fishing Outreach:** A relaxed and relational opportunity to invite others into fellowship and Gospel conversations through shared outdoor activities.
 - **Service Opportunities:** Involvement in local missions, shut-in visitation, and mentoring younger generations within the church.

NEW MINISTRY

Grief-Sharing

GriefShare (Launching Late Summer/Fall 2025)

Lexington Baptist Church is committed to ministering to those who are grieving. Grief is a universal experience, but healing is deeply personal—and we believe true healing comes from God and His Word.

Key Goals & Plans:

- **Launch Date:** Late Summer or Early Fall 2025
- **Vision:** By early 2026, establish multiple GriefShare classes to support both our church family and the broader Lexington community.
- **Why This Matters:** Many people suffer silently in grief. GriefShare offers a safe and welcoming space where participants can walk through their pain, receive hope from Scripture, and experience community with others who understand.
- **What to Expect:** Each class includes video teaching, group discussion, and Christ-centered encouragement.
- **Outcome:** Participants will gain coping tools, spiritual support, and tangible care from the body of Christ at LBC.

NEW MINISTRY

Residency Program

The goal of the residency program will be to invest in future church leaders committed and called to serve the Lord in ministry. Residency will develop and provide leaders with hands-on experience preparing them for future ministry. Through mentorship and connection, residents will be exposed to healthy opportunities to learn and grow in their calling. The residency program will equip future leaders for the ministry challenges that lie ahead.

Three Priorities for the Residency Program:

- **Coach:** Residents will be coached by staff ministry leaders who will walk alongside them preparing them for their future ministry endeavors.
- **Grow:** Residents will have the opportunity to grow in leadership while contributing to the overall mission and ministry of the church.
- **Send:** Residents will be placed in future ministry opportunities based on their giftedness and skill sets.

Potential Resident Ministries:

- Worship Ministry
- Children's Ministry
- Student Ministry
- Missions Ministry
 - Church planting/revitalization
 - Missionary