



Thinking B.I.G.G. **Believe, Imagine, Grow, & Go**

Aligning Our Methods, Ministries, and Mission
for 21st Century Ministry

Rev. Dr. Todd C. Davidson, (13th) Senior Pastor

The Core Vision – It's All About People!

A Vision Centered on People, Not Programs

- **Our Identity:** A congregational family that is **Intentionally Hospitable**, **Radically Kind**, and **Holy Spirit-Led**. (The Post-Pentecost Church)
- **The Shift:** Historically, ministry focused heavily on programming. Today, our focus must be on building strong relationships and valuing people.
- **The Ultimate Goal:** Loving God, Loving People, and Making Disciples.

Scripture Callout(s):

- "If you have love for one another, then everyone will know that you are my disciples." (*John 13:35 – GNT*)
- 43 Many miracles and wonders were being done through the apostles, and everyone was filled with awe. 44 All the believers continued together in close fellowship and shared their belongings with one another. 45 They would sell their property and possessions, and distribute the money among all, according to what each one needed. 46 Day after day they met as a group in the Temple, and they had their meals together in their homes, eating with glad and humble hearts, 47 praising God, and enjoying the good will of all the people. And every day the Lord added to their group those who were being saved. (*Acts 2:43 – 47 – GNT*)

21st Century Community Challenges

- Understanding the Needs of Our Community
 - **Housing/Affordability:** Low affordable inventory; average home price in Virginia is \$372,000 (requiring a \$95,000 annual income to live modestly); an estimated 184,000 affordable rental homes are needed for low-income renters.
 - **Education:** Teacher shortages, social-emotional learning struggles, increased tuition costs, chronic absenteeism (10–15% in Virginia), and resource gaps.
 - **Homelessness:** Rooted in deep issues like underemployment, mental illness (affecting 20–25% of the unhoused population), health insecurity, and domestic violence.
- **Scripture Callout:** “The harvest is large, but there are few workers to gather it in.” (Matthew 9:37–38)





Realignment – Missions & Community Outreach

- 21st Century Faithful First Solutions (Who We Are is Rooted in Who We Have Always Been)
 - **Property & Growth:** Long-term goals including property acquisition (Faithful First Family Village) for housing, education, health, and leisure.
 - **Economic Empowerment:** Transforming current campus spaces into a business incubator for small businesses and local entrepreneurs.
 - **Active Partnerships:** Fortifying deep community roots with Habitat for Humanity, local school partnerships, and expanding our CDF Freedom School.
 - **Everyday Service:** Continuing community clean-ups, lawn care services, and elder home renovation/upgrades.



New Milestone Ministries

- **Expanding Our Reach: New Initiatives**
 - **FBCH C.A.R.E. (Compassion, Assistance, Relationship, and Empathy) Ministry:** Dedicated to hands-on community care, wellness, support distribution, and addressing critical neighborhood resource gaps.
 - **Technologists Empowering Community Hands - T.E.C.H Ministry (Bro. Kevin Banks and Bro. Louis Harris):**
 - Internal Mentorship & Professional Development
 - Digital Capacity Building for the Church
 - Community Digital Empowerment
 - **Digital Discipling Ministry:** Providing more robust service to our digital church community. Keeping the church abreast on needed technology updates to enhance the digital experience.

New Milestone Ministries

- **Expanding Our Reach: New Initiatives**
 - **F.U.N.** (Fellowship, Unity, Networking) Ministry:
 - Fellowship & Unity: Designing engaging opportunities like bowling, line dancing, Christian comedy shows, and spoken word poetry nights.
 - Networking: Developing professional and economic avenues like job fairs, financial workshops, and community education seminars.
 - **Revitalized Prison Ministry:** Meeting the needs of our incarcerated siblings and their families. Expungement seminars; job fairs; etc...
 - **"The Quiet Mama Hour Podcast" (Emya Dennard):** Biblically Based Podcast on topics relevant to young mothers with guests.
 - **T.B.D.**





Continuous Discipleship & Education

- Equipping the Saints for Service
 - **First Family Christian Life Institute:**
 - Offering accessible, short-form 3 to 6-week courses on Biblical practical faith topics relevant to life. Start Goal: End of September)
 - Led by our dynamic clergy team to provide advanced Christian Education. (Train the Trainer Model led by the Senior Pastor)
 - **Academic Extension Courses:** Actively partnering with regional institutions (Hampton University, Virginia Union University, Virginia State University, and Norfolk State University) to offer certified extension programs in religious studies.
 - **T.B.D.** (Your ideas and inputs)



Releasing Our Resources

- Sustainable Foundations for Tomorrow:
 - **100% Contributing Church:** Committing our resources fully back to God's vision to make the world a better place.
 - Every member active in a ministry
 - Every member using their talent
 - Every member, who has the means, supporting financially
 - Every member leave a legacy contribution
 - **Institutional Investment:** Implementing a monthly tithing program directly benefiting athletics and the arts and local HBCUs.
 - **Academic & Textbook Assistance:** Actively supporting trade school, community college, and 4-year university students within the First Family.
 - **Faithful First Endowment:** Ensuring long-term sustainability by scaling our church endowment fund by 10% annually.
 - **Creating Additional Revenue Sources:** Home Purchases to use as rental properties; facility rentals; property acquisition; Business license purchase (Franchise Opportunities)
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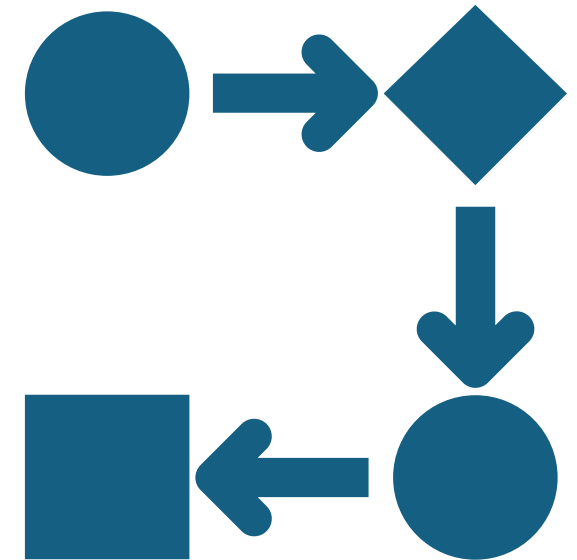
Your Call to Action

- **Aligning Your Ministry for Growth:**

- **The Assignment:** Every individual congregant and active ministry team is asked to evaluate and rewrite their **Mission, Goals, and Objectives.**
- **Alignment Questions:**
 - Does your ministry project intentional hospitality and radical kindness?
 - How does your team address 21st-century housing, educational, or spiritual challenges?
 - How does your ministry fit within the B.I.G.G. paradigm? Are you a Believe ministry; Imagine Ministry; Grow ministry; Go Ministry?
 - Where can your gifts best be used to cultivate an Acts 2 church model?
- **A Commitment:** Every member committing to bringing someone to church at least twice per month.

Ministry Realignment Template Guidelines

- All existing ministries must review and update their foundational documents using this framework to ensure perfect alignment with the **Believe, Imagine, Grow, and Go strategic vision.**
- **Conceptual Framework:** Understanding the Pillars
 - Before drafting, ministry teams must evaluate how their work touches the three core tenets:
 - **Intentionally Hospitable**: How does your ministry lower barriers and welcome the community?
 - **Radically Kind**: How do your activities center on the unconditional love ethic of Jesus?
 - **Holy Spirit-Led**: How do you ensure your planning values people over strict, rigid programming?



Let's Look at The Re-alignment Template

Component	Definitions & Standards	Vision Alignment Check
Current Ministry Name	Official title of your ministry team.	Does this name clearly communicate your purpose to a 21st-century audience?
New Mission Statement	A brief statement (2-3 sentences) outlining what you do, how you do it, and who you serve.	Does it explicitly prioritize people over programming, and reflect the love ethic of Christ?
Strategic Goals (1-2 Years)	Broad, qualitative statements of long-term milestones you intend to reach.	How do these goals directly address local community challenges (e.g., Education, Housing, Insecurity)?
Actionable Objectives	Specific, measurable, and time-bound metrics (SMART) that prove your progress.	Does your objective include mobilizing volunteers' time, talent, or treasure?

Step-by-Step Rewriting Exercise



Analyze the Challenges: Look at the 21st-century community challenges profile (Housing, Education, Homelessness). Identify exactly which category your ministry is uniquely equipped to alleviate.



Draft the Mission: Strip away internal jargon. Focus on how your ministry serves as a beacon of radical kindness.



Establish a Fellowship Component: Ensure your objectives contain at least one community-wide fellowship or networking connection point annually to build structural unity.

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Template Guide for Starting New Ministries

- Every proposed ministry must submit a brief charter document detailing its core operational track:
- **Track A:** Compassion & Advocacy (e.g., C.A.R.E. Ministry) – Focuses on hands-on resource distribution, community health, hygiene support, and poverty relief.
- **Track B:** Infrastructure & Innovation (e.g., T.E.C.H. Ministry) – Focuses on digital optimization, physical sanctuary enhancements, streaming systems, and training.
- **Track C:** Fellowship & Synergy (e.g., F.U.N. Ministry) – Focuses on unity-building, social events (dancing, comedy, sports leagues), and career networking.
- Let's look at the Template...



4 Operational Quadrants

- **Believe Team**
- **Imagine Team**
- **Grow Team**
- **Go Team**
 - Each team would be comprised of representatives of each ministry and choose a lead – Those leads would meet quarterly or biannually with Pastor Davidson and/or Pastor Moore for check-ins



The Believe Team (Spiritual Foundations & Christian Education)



- **Core Mandate:** Grounding the congregation in the Word, prayer, and standard-setting worship. Saturating creative spaces with the presence of the Holy Spirit.
- **Assigned Ministries & Initiatives (Sample, not Exhaustive):**
 - Clergy Team & Deacons
 - Trustee Ministry
 - Music, Choir, and Praise Ministries
 - First Family Christian Life Institute (6-week short courses)
 - University Academic Extension Programs (Hampton, VUU, NSU partnerships)
 - Intercessory Prayer & Altar Ministries
 - T.B.D.

The IMAGINE Team (Infrastructure, Innovation & Sustainability)

- **Core Mandate:** Thinking creatively about the future of 21st-century ministry, protecting church sustainability, and optimizing physical and digital infrastructure.
- **Assigned Ministries & Initiatives:**
 - T.E.C.H. Ministry
 - Streaming optimization, sanctuary upgrades, community computer training
 - Innovative Thinkers' Ministry
 - Property Acquisition & Development Taskforce (Faithful First Family Village)
 - Campus Business Incubator & Small Business Partnerships
 - Endowment Fund Management Committee
 - Church Non-Profit Organization Development Board
 - T.B.D.

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The GROW Team (Fellowship, Unity & Discipleship)

- **Core Mandate:** Building strong internal relationships, holding the church accountable for radical hospitality, and ensuring disciples are nurtured across all generations.
- **Assigned Ministries & Initiatives:**
 - F.U.N. (Fellowship, Unity, Networking) Ministry (Bowling, dancing, comedy, job fairs, seminars)
 - Ushers, Hospitality, Greeters Teams (Cultivating warmth and kindness)
 - Specialized Demographic Ministries (Men's Action Fellowship, Women's Ministry, Children, Youth, Married Couples, Singles, Baby Boomers, Seasoned Saints)
 - Youth and Adult Sports Leagues
 - New Member Orientation & Evangelism Culture Training
 - T.B.D.



The GO Team (Compassion, Advocacy & Global Missions)

- **Core Mandate:** Responding to Christ's call to serve outside the sanctuary walls, breaking down structural barriers around housing, poverty, and community wellness.
- **Assigned Ministries & Initiatives:**
 - CDF Freedom School & Tutoring Initiatives
 - Habitat for Humanity Partnership
 - Comfort Kitchen, Food Pantry, and Clothing Closet
 - Foreign Mission Team(s)
 - Community Garden & Neighborhood Lawn Care Services
 - Local, National, and International Mission Boards
 - Public Health Forums (Black maternal mortality, mental health awareness sessions)
 - FBCH C.A.R.E. Ministry (Hands-on community care, wellness, and relief)
 - T.B.D.

Potential
Team
Governance
& Leadership
Structure

ROLE LAYER	PRIMARY RESPONSIBILITY	COMPOSITION
Team Executive Chairs	Coordinates the collective calendar, ensures overall budget alignment, and reports directly to the Senior Pastor or Pastor Moore.	Appointed Clergy Member or Ministry Director.
Ministry Representatives	Manages the day-to-day work of their specific ministry slot while attending monthly/quarterly/biannual Alignment Team syncs to prevent scheduling conflicts.	Active Ministry Presidents or Team Leads.
Ministry Disciples (Volunteers)	Executes the hands-on serving, greeting, building, and teaching.	The broader Congregation utilizing their time, talent, and treasure.



Step-by-Step Congregational Onboarding Flow & Concluding Charge

- **Believe, Imagine, Grow, and Go!**
 - **Discover Your Fit:** During the presentation, congregants use a simple assessment based on the four quadrants to evaluate where their spiritual gifts align.
 - **Commit to a Team:** Every member is challenged to join at least one team track (Believe, Imagine, Grow, or Go) to move past passive attendance into active discipleship.
 - **Execute the Vision:** Teams meet monthly or quarterly under their Executive Chairs to build joint calendars, ensuring a balanced movement between internal education (Believe), forward-thinking logistics (Imagine), relational fellowship (Grow), and community impact (Go).
 - "People build; people serve; people lead; people start and serve in ministry...disciples begat disciples."
 - Let us move forward to become an Acts 2 church that sees people, loves people, and values people!
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**QUESTIONS, COMMENTS, SNIDE
REMARKS???**