

# MinistryactionPlan

 FISHHAWK FELLOWSHIP CHURCH

2017



BUILDING BRIDGES  
that connect people  
to a passionate life in

**CHRIST**



Pastor David & Melissa Whitten

## A MESSAGE FROM **PASTOR DAVID**

Thank you for picking up a copy of our 2017 Ministry Action Plan (MAP). Each year we publish our MAP to tell the stories of how God is using our church to help change lives in incredible ways. It also serves to communicate the needs and funds required to continue the ministry that God has called us to at FishHawk Fellowship.

Our MAP has changed a lot over the last 13 years and words cannot express how thankful I am for all the wonderful things the Lord is doing in this place. God's blessings and your faithfulness in supporting the ministries of FishHawk Fellowship has made us one of the healthiest churches (financially and spiritually) I've ever seen, and again, I am so thankful.

As you read through these pages, please do so with a prayerful heart. More than words and numbers, this MAP is our guide for the next twelve months of ministry. 2017 will bring with it the beginning of the construction of a new building and, just like this past year, we fully expect the Lord to bring many new families and ministry opportunities our way. Reaching these new families with the love of Christ requires faithful giving from all of us. Our family is "ALL IN" and I trust yours is as well.

It's an honor to serve as your pastor and I cannot wait to see what the New Year holds as we continue fulfilling our mission of *"Building Bridges that Connect People to a Passionate Life in Christ."*

*You are Loved,*  
*David Whitten*

*“It's an honor to serve as your pastor...”*

# AUTHENTIC RELATIONSHIPS



## God

has created us to be in a relationship with him, but also to be in real, authentic relationships with other people.

We believe that without other people encouraging, sharpening, and challenging us to become more like Jesus, the full sense of transformation will never happen.

Wherever you are in life, there's a next step you can take to better connect and grow in your faith. And we're here to help you along the way.

**We're here to help you along the way.**







# CHANGED **LIVES**

Last 12 months

Baptisms

161

Salvations

211

## Baptism

is a very important part of an obedient relationship to God. After you make a commitment to Jesus Christ as your personal Lord and Savior, the Bible says that you need to be baptized.

In 2016 we celebrated a great milestone when we baptized Kristen Thompson (seen in photo below with her husband Jonathan and Pastors Daniel and David), the **1,000th** person to be baptized in the life of our church!



# 1,000<sup>th</sup> BAPTISM!

# DISCIPLESHIP



Students praying with Keiara Albritton, Director of Youth Ministries.

## The heart

behind everything we do is to reach people for Christ so that lives are transformed. That's what it's all about, and we believe that discipleship is key. Being a disciple means being a follower of Jesus Christ. As Francis Chan said, "It's impossible to be a disciple or a follower of someone and not end up like that person." Our heart is to see lives transformed into the likeness of Christ.

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*“It's impossible to be a follower of someone and not end up like that person.”*

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Life Groups



■ Adults ■ Life Care ■ Mens ■ Ladies

**58%** of Adults Attend a Life Group

# FAMILY MINISTRIES



Children singing in the Children's Choir.

## As a parent, you matter

Did you know that you, as a parent, are the single greatest influence on your child's life? That's why we don't just value kids, we value you. That's also why we want to partner with you as a parent to help you have the best influence possible on your child.

FishHawk Fellowship Church believes that families matter, and we work alongside parents to provide Christ-centered, Bible-based, and life-changing discipleship resources in order to grow children at church and at home.

At FishHawk Fellowship, we teach kids about God in a simple way they can understand, and we create environments that help them have fun, feel safe, build relationships, and learn more about who God is and His plan for their lives.

### Children's Ministry STATS

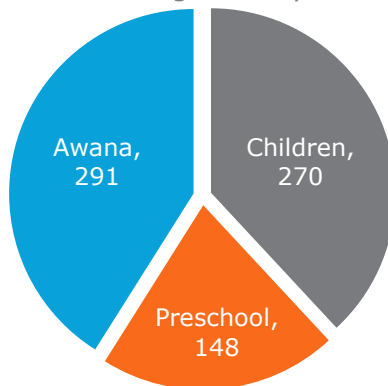
Children's Salvations

145

Children's Baptisms

67

### Children's Ministry Attendance average weekly



### Vacation Bible School STATS

Number enrolled

650

Enrollees not from FFC

30%

# AWANA CLUBS



## Reaching our community with the Gospel of **Jesus Christ**

Our Sunday evening Awana program is the 3<sup>rd</sup> largest in central Florida and serves as a great outreach and evangelism tool in our local community for families with young children. According to Barna Research, almost half of all Americans who accept Jesus Christ as their Savior do so before the age of 13. Because we recognize this small window of opportunity, we love the Awana curriculum which takes kids deep into God's Word while giving boys and girls regular opportunities to hear the Gospel and to come to an understanding of their need to trust Jesus Christ as their personal Savior. In fact, statistics show that 93% of children who attended Awana 5 years or longer still attend church regularly as adults.

The passion of Awana is to teach boys and girls the truth of God's Word and to train them to follow Christ in their daily lives. Our goal is that many of today's young people will become tomorrow's leaders in the Kingdom for the glory of God.

291

AVERAGE  
WEEKLY  
ATTENDANCE

61

DECISIONS  
FOR CHRIST

20  
%

DO NOT  
ATTEND OUR  
CHURCH

“93% who attended Awana ...  
still attend church regularly as adults”





Students in The Encounter.

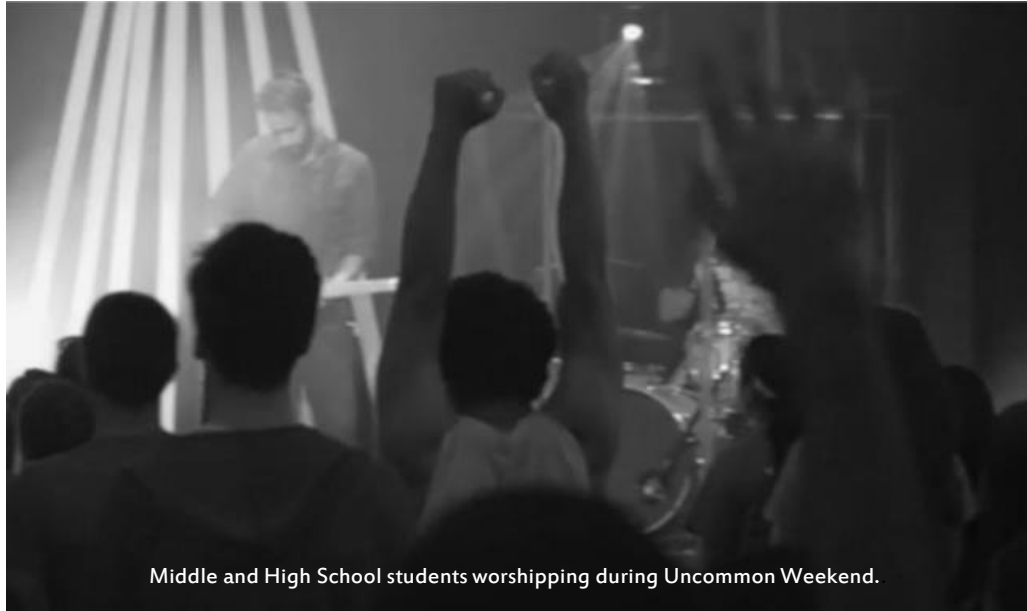
# THE ENCOUNTER

## The teen years

are among the most challenging that kids—and parents—will ever go through. We believe the greatest way we can partner with you is by providing your pre-teen and teenager with an invested small group leader, and a group of peers running in a positive spiritual direction. Each week, we've got a place for middle and high school students to get real about what they believe. We want to create a movement where students encounter God and own their faith through Christ-centered relationships and experiences.







Middle and High School students worshipping during Uncommon Weekend.

# My UNCOMMON Story

"I went to Uncommon Weekend...and while I was there God really spoke to me... before that I was really struggling to find Him, because I felt like He wasn't close to me, like I needed to be closer to Him. He just answered all my prayers and showed me everything I needed ... I saw it through the pastors and the worship, and just everyone there who was encouraging me and I met so many great people who really shed God's light on me. I just really felt Him speak to me there, and He made me realize that although I thought I was seeking His will all this time, really I was just seeking what I wanted, and that I really needed to put Him at the center of my life instead of just a part of my life. He's been searching me out and drawing me near to Him and He really changed my heart to where, now, like, it's Him first and I know that He's all I need; I don't need to go look for those other things.

Ever since that weekend, it's really life changing, because now He's the center of my life and things have happened where He has showed me that I don't need those things in my life anymore because they're not glorifying to Him, but He has only blessed me through it. He comforts me and reassures me in knowing that He is all I need... Now that I'm on the right path with Him, He is going to provide and take care of me, and it's just great, being here with these people, and just that weekend, it seems like just a bunch of kids coming together and fooling around but it really changed my life because it's so much more than that, so I'm really grateful for that."

*Megan Davidson, High School Senior*

*“ It really changed my life... so I'm really grateful. ”*

Uncommon  
Weekend  
attendance

133



# SATURDAY NIGHTS

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## God is at work

in the world and He wants us to join Him! We understand that Sunday mornings are not the only times that people can gather to grow in their faith through a worship service.

Some people are scheduled to work on Sundays. Some rest. Some enjoy family time.

So, beginning in August of 2015, we launched our first Saturday Night service. This worship service was so popular that in September 2016, we began our second Saturday Night service at 6:45 pm.

Our prayer is that offering different worship days and times will make it easier for people to come to church, to connect and build those long-lasting and meaningful relationships that help us through the good...and bad....times.



“ IN A CRISIS OF BELIEF  
I MUST EMBRACE THE  
AUTHOR AND THE  
PERFECTER OF MY FAITH ”

Pastor Daniel Butson shares a message at a Saturday Night worship service.

# SATURDAY NIGHT STORY



Tom Jackson recently shared his story of what happened after he was invited to the 5 pm Saturday Night Service:

...for 31 years I had not known church, in any way, shape or form...In late January 2016 we were invited to church by my wife's cousin. I was a little hesitant about it, because of my background [and] my first couple of weeks' experience with church was...different.

And then on April 2, that was the day that changed my life.

*“Now I want to raise  
my son to follow  
Jesus.”*

Daniel delivered a message on Naaman, and that story gave me the confidence, or strength, to follow Jesus...

I don't know what came over me at the service, but I felt like I needed to go to the altar...but I resisted. After church I felt uneasy...at 1:30 am I emailed a letter to Pastor Daniel...then I felt at peace and went to bed. I got an email at 4:00 am from Pastor Daniel.. And that was the beginning of the end of my trials and tribulations...I accepted Jesus, and I wanted to start living life more like Him...it's a really good feeling. Now I want to raise my son to follow Jesus.





# HUMBLE SERVICE



Parking ministry with a smile.

**4**  
Ministry areas  
to serve

## As Christ-followers...

God has given each of us the opportunity to make a difference in our community by serving others with the authentic love of Christ. Our church would not exist without the hundreds of volunteers who tirelessly and faithfully serve in every ministry, including those listed below. **Thank you** for helping us to make a real difference in the lives of everyone who experiences FishHawk Fellowship Church.

### FAMILY MINISTRIES

- MOPS
- AWANA
- Preschool
- Children
- Youth
- Military Connects

### HOSPITALITY/ ADMINISTRATION

- 1<sup>ST</sup> Impressions
- Ushers
- Welcome Desks
- Parking Team
- Office Help
- Events/ Food Service

### DISCIPLESHIP

- Life Groups
- Men/Women
- Marriage Mentoring
- Worship/Tech Team
- New Members
- Baptism Assistants

### LEADERSHIP

- Pastoral Council
- Finance Team
- Deacons
- Building Vision Team
- Global Outreach Team

**THANK YOU**

# BRIDGE WEEKEND

# Hundreds

PEOPLE WHO SERVED

# 700

joined us as we "closed church" the weekend of October 8<sup>th</sup> and 9<sup>th</sup> and served as the hands and feet of Jesus in our community. Our teams served the community in several local outreach and service projects, helping to "Build bridges that connect people to a passionate life in Christ".

## Outreach and Service Projects completed during Bridge Weekend

Single Parents & Widows	Pressure washed, mowed, and yard work & handyman projects
Manna on Wheels	Helped to pack food boxes for the homeless
Global Community Church	Helped with painting & organizing, repairs & installation
Good Samaritan Mission	Painted exterior and helped with landscaping
Police and Fire Stations	Prepared and served meals to first responders
Metropolitan Ministries	Helped with various projects
Ellel Ministries	Cleared land, dug fence posts, removed debris, and painted
Food Aid International	Boxed 25,000 food packages for Hurricane Matthew relief to Haiti
Blessings in a Backpack	Helped pack backpacks with food for needy local children

**Building bridges that connect people to a passionate life in Christ.**





# MARRIAGE MENTORING

God doesn't want to improve your marriage...

## Our Marriage

"...had fallen apart to the point of divorce... The Marriage Mentoring Program helped us rebuild our marriage on a solid foundation ... No matter where you are in your marriage, we believe that every couple could benefit from Marriage Mentoring."

"I decided to get Marriage Mentoring because we were having the same fight over and over..."

Our Marriage Enrichment Ministry includes Marriage Mentoring, which is based on biblical principles, loyalty, and family unity. Our Mentor Couples are trained in a step-by-step process that is proven to help couples in all stages of their marriage relationship, from engagement to healthy marriages to marriages in crisis.

Dozens of couples have completed the Marriage Mentoring program at FishHawk Fellowship Church and are enjoying stronger and healthier marriages as a result.

*“Every couple could benefit from Marriage Mentoring...”*

Average  
Wedding  
Cost  
\$33,306

4 – 8  
Weeks  
Marriage  
Mentoring  
\$50

Better  
Marriage  
**Priceless!**

**...He  
wants to  
change  
your  
HEART.**







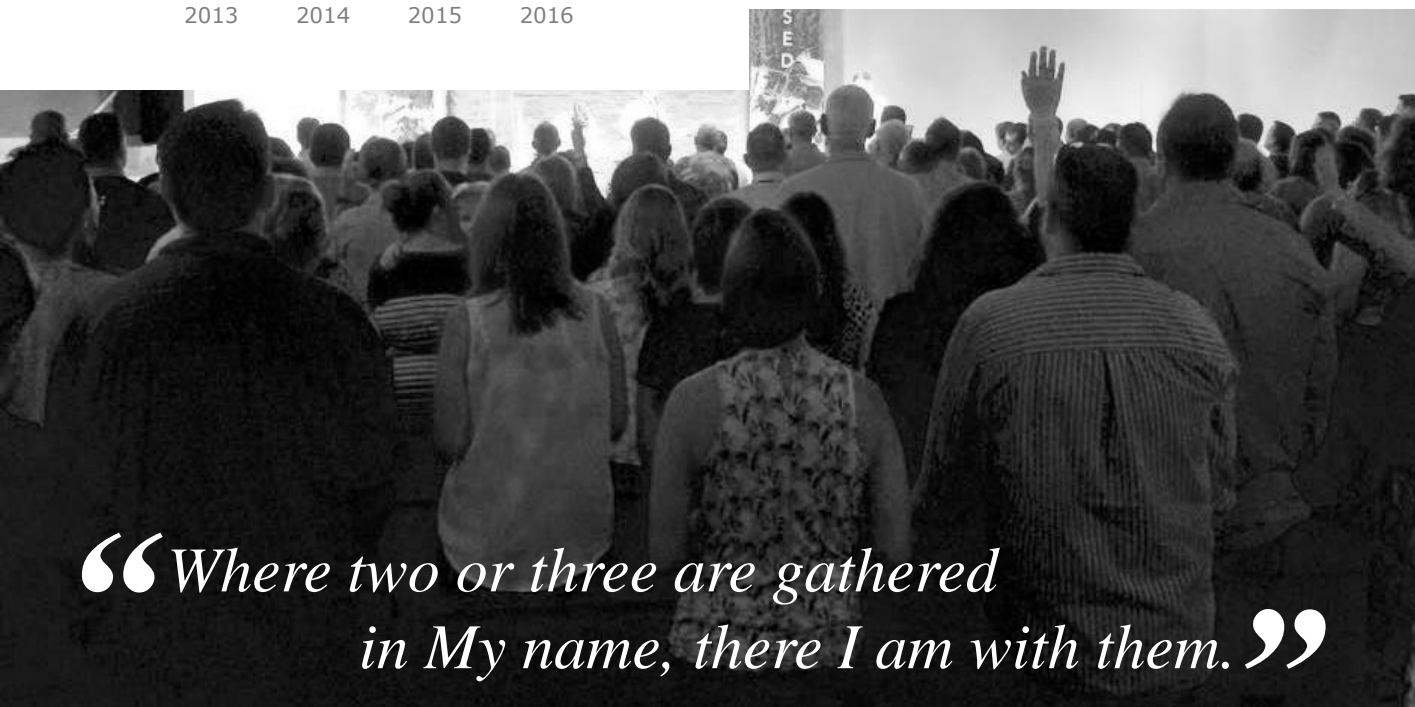
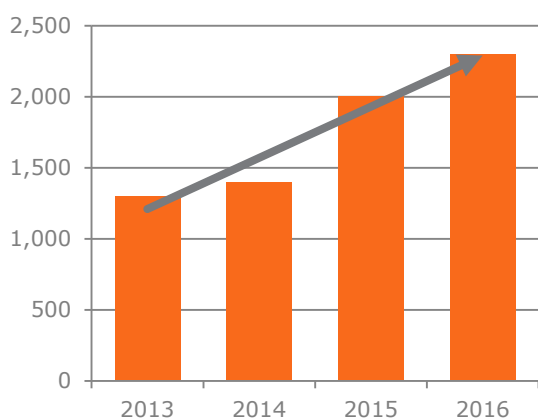
# GROWING & EXPANDING

## The true measures

of a church are not “how many” but “how loving,” not “how relevant” but “how real,” a wise man once said.

FishHawk Fellowship Church has been blessed with tremendous growth over the past several years; however, we recognize that real stories of life change are not revealed in physical attendance numbers, but in the transformations we see in the lives of people through the mercy and grace of Jesus Christ, and how He is using this church to meet the needs of the people in our community.

Average Weekly Worship Attendance



*“Where two or three are gathered  
in My name, there I am with them.”*

FishHawk Fellowship

# Church

believes in

*giving back.*

We give ten percent of every dollar we receive to local, national, and global partners. This gives us exponential opportunities to impact lives not only here in the FishHawk area, *but all around the world.*

As the church and our impact continues to grow, our passion to generously *serve our communities with the love of Christ* has also grown.

More importantly, we can see in each of our ministry areas that the lives of people are being touched and changed. Many individuals, couples, and families share how *God has worked in powerful ways*

since they started coming to FishHawk Fellowship Church. It is truly humbling to see how God is placing His favor upon this church and using us to bring people closer to Him.



Runners in the Pumpkin Palooza 5k race, raising money to build houses in Haiti.

# TREASURER'S REPORT



An in-depth look at a church's financials can tell you a lot about its effectiveness, vision, and priorities. At FishHawk Fellowship Church, we recognize our responsibility to be "good stewards" of God's money as we manage the Kingdom investments of thousands of people. We don't take that responsibility lightly.

As our church has grown, so has our responsibility to continue to reach out, expand, and faithfully steward all that has been given. The details of how we budget and spend are contained in the 2017 Ministry Action Plan, and outlined in the pages that follow.

In 2016, we set aside future ministry monies out of our "General Fund - Operating Budget" of more than \$400,000. This discipline, in addition to the "Bridge to the Future" building campaign, allowed us to prepare for even greater things in 2017. For example, we are preparing to sign the contract for our new Gymnatorium, and are in the final planning stages of site work and building permitting.

We are beyond thankful for the radical generosity of our church, which allows us to provide ministry locally and worldwide.

In His Service,

Chuck Bradley  
Church Treasurer



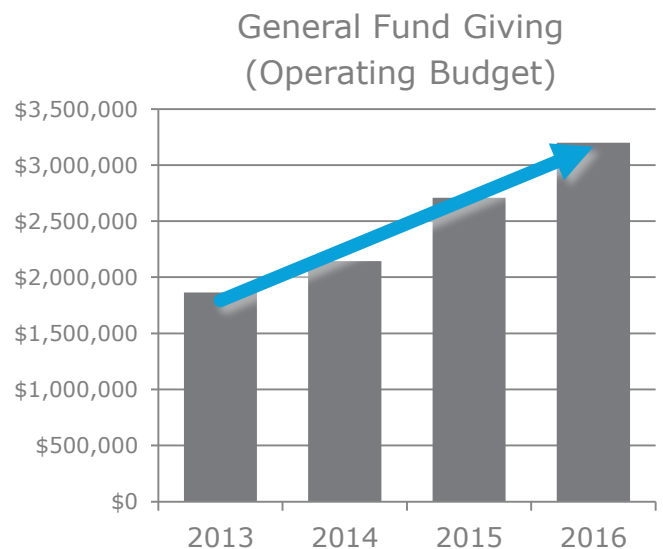
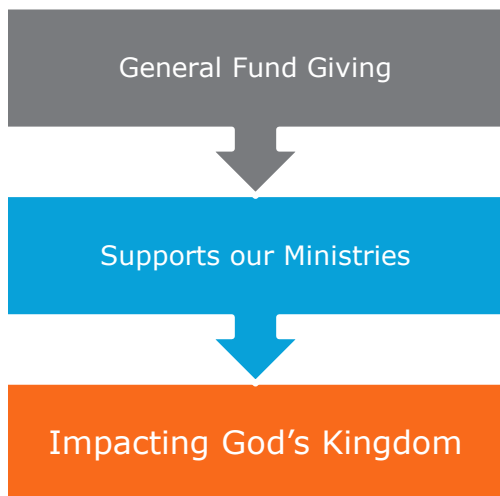
*“We manage kingdom investments...and we don't take that responsibility lightly.”*



# RADICAL **GENEROSITY**

## **THANK YOU!**

As a church we want to say thank you, not only to those who faithfully and tirelessly serve, but also to those who remain obedient to the Lord's command to tithe, even in the face of financial difficulties. People like Lance, who writes, "in 2015 my grandfather, whom I take care of, and I were about to lose our house and land. Bills had stacked up and I was attending college which I now had to quit cause I couldn't afford it. Even in the midst of all this, we continued to tithe and be obedient in our giving. After much prayer and seeking God, I had a thought to call up an old friend of mine whom I hadn't spoken to in several years to have lunch. As we sat and talked, he asked if my grandfather had ever served in the war. I said, "Yes," and he stated that he worked for a company that helps senior veterans receive income. Praise God my grandpa qualified and we were able to save the house and I will graduate next semester."



*“...we continued to tithe and be obedient in our giving.”*

# MINISTRY ACTION PLAN

Our 2017 Ministry Action Plan (MAP) is funded by an Operating Budget (General Fund) of \$3,400,000. This number represents a 6.25% increase over 2016 contributions, and is distributed among three key ministry areas: Kingdom Workers (Payroll, Personnel, and Benefits,) Kingdom Investments (Savings, SBC Donations, and Future Ministry,) and Kingdom Operations (Office, Administration, and Physical Plant). We believe that funding these three key areas will allow FishHawk Fellowship Church to have the maximum impact on God's Kingdom.



**\$1,727,600**

Kingdom  
workers



**\$963,845**

Kingdom  
investments

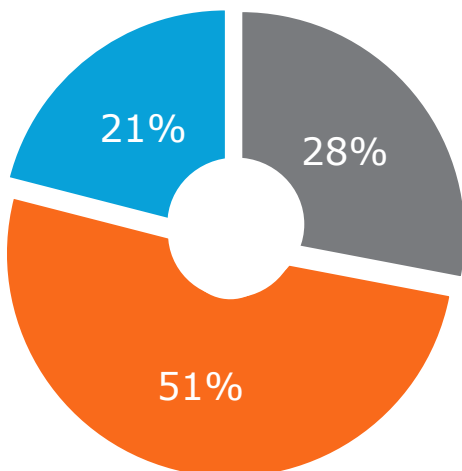


**\$708,555**

Kingdom  
operations

## KINGDOM IMPACT

Total: \$3,400,000



■ investments ■ workers ■ operations



**Locally. Nationally. Globally.**

# MINISTRY **ACTION** PLAN

## KINGDOM INVESTMENTS

Donations & Savings	2017 Budget	Prev 12 mo (Actuals)	2016 Budget
Donations (SBC Organizations)	\$272,000	\$228,975	\$241,151
Local & Global Missions	\$268,000	\$255,939	\$244,573
Future Ministry	\$423,845	\$443,520	\$423,818
<b>SUBTOTAL</b>	<b>\$963,845</b>	<b>\$928,434</b>	<b>\$909,542</b>

## KINGDOM OPERATIONS

Administrative & Operations	2017 Budget	Prev 12 mo (Actuals)	2016 Budget
Food, Materials, & Supplies	\$39,000	\$38,750	\$37,500
Training, Office & Tech Equipment	\$37,450	\$37,400	\$30,000
Postage, Copies, Advertising, & Printing*	\$42,990	\$57,410	\$56,241
Subscriptions, Leases, & Bank Fees*	\$52,900	\$51,305	\$30,900
Capital Reserves	\$50,000	\$57,767	\$58,000
Building, Grounds, & Utilities	\$165,525	\$179,500	\$167,192
Insurance & Professional Fees	\$51,000	\$51,000	\$54,825
Background Checks, IT, & Security*	\$65,000	\$61,200	\$74,000
Ministry Team Allowances*	\$204,690	\$162,500	\$162,500
<b>SUBTOTAL</b>	<b>\$708,555</b>	<b>\$696,832</b>	<b>\$671,158</b>

## KINGDOM WORKERS

Payroll & Personnel	2017 Budget	Prev 12 mo (Actuals)	2016 Budget
Salaries (Pastors, Staff, & Contractors)*	\$1,124,500	\$1,070,000	\$918,800
Honorariums & Bonuses	\$31,000	\$26,000	\$26,000
Benefits (Insurance & Retirement)	\$506,600	\$485,402	\$403,500
Workers Comp, Fees, & Taxes	\$65,500	\$63,090	\$42,000
<b>SUBTOTAL</b>	<b>\$1,727,600</b>	<b>\$1,644,492</b>	<b>\$1,390,300</b>

<b>TOTALS</b>	<b>\$3,400,000</b>	<b>\$3,269,758</b>	<b>\$2,971,000</b>
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\* See questions & answers on next page



# got QUESTIONS?

- |   |  |
|---|--|
| Q | How did the church determine the \$3.4 million dollar figure for the 2017 Ministry Spending Plan?  |
| A | The \$3.4 million was determined to be 6.25% higher than projected 2016 offerings of \$3.2 million.  |
| Q | What constitutes the increase in Local & Global Missions?  |
| A | Local & Global Missions will receive an additional 2% from our 10% Church Donations.   |
| Q | Do we expect a decrease in postage, copies, advertising and printing?  |
| A | Yes, mainly in printing. We now have a church app that will minimize the need for printed worship guides.  |
| Q | Why did the subscriptions, leases, and bank fees increase?   |
| A | Subscriptions increased because we upgraded our church management and online giving systems; Bank fees increased due to higher volumes of online giving. |
| Q | Why did Background Checks, IT, and Security decrease from the 2016 budget?   |
| A | Mainly due to outsourcing our traffic and security deputies to a less expensive service.   |
| Q | Why did the Ministry Team Allowances increase?   |
| A | Saturday Night expenses and Special Events were moved from the General Fund budget to the Ministry Teams' Budgets.                                       |
| Q | Are any new staff positions included in this plan?   |
| A | Positions including one new part-time pastor and two part-time ministerial assistants are included in the 2017 plan.                                     |

# MISSIONS SPOTLIGHT



Jennifer Sunderland, Mozambique mission partner

In July, FishHawk Fellowship Church sent out another team...it was a breath of fresh air. They arrived with suitcases overloaded with school supplies, blankets and wonderful things to help our ministry. I cannot thank the team enough for all that they did for us. From the supplies that they brought, to the backpacks they filled, to the 100th day party they helped us celebrate, to the filled bags and blankets for the widows, FFC blessed us in incredibly tangible ways that shows us Jesus' love. The funds they left behind will allow us to re-roof our leaky kitchen, put a new floor in our mud-hut school, build an extra bathroom, put roofs on the houses of some of our widows, and to help us bless families later this year when the "hunger time" comes around once again.

- excerpt from Jennifer's Spring/Summer 2016 newsletter

JUST A FEW OF OUR MISSIONS PARTNERS

GLOBAL REFUGE COMMUNITY CHURCH  
MISSION AVIATION FELLOWSHIP  
AWANA LIFECARE  
NAVIGATORS  
WELCOME HOME HAITI  
ELLEL CALL TO AFRICA  
JESUS ONLY WAY  
PRISON MINISTRIES  
CAMPUS MINISTRIES  
HATIKVA PROJECT - ISRAEL  
YWAM  
LOVING YOU WHERE YOU'RE AT  
SCORE  
BAPTIST BIBLE FELLOWSHIP - JAPAN  
BAPTIST BIBLE FELLOWSHIP - SINGAPORE

## \$4,500,000

Total given to missions in  
the life of our church.

“FFC blessed us in incredibly tangible ways”



# BUILDING & EXPANSION

## Imagine

what it would look like, feel like, and sound like to gather together for worship with 1,300 of your neighbors, co-workers, classmates and friends. Imagine children and teenagers from the greater FishHawk community, kids from broken families and un-churched homes gathering at FFC during the week and throughout the summer to participate in basketball, volleyball, and indoor soccer leagues where, during every game and practice, there is a clear presentation of the gospel and prayer.

Imagine being able to partner with our local schools and community as we host events, concerts, and different activities that have the potential to bring thousands of people

to Christ. It is for these reasons that we began this journey called "Bridge to the Future" in March, 2016.

Incredibly, in November, 2016, in a move of radical generosity, our church had already given \$1,000,000 toward this community project!

God willing, we will break ground in spring of 2017 on this multi-purpose worship and recreation space, allowing us to meet another major milestone in reaching our community with the love of Jesus Christ.

Projected Break Ground:  
**Spring 2017**



# FISHHAWK

FELLOWSHIP CHURCH

