

2020

MINISTRY ACTION PLAN



FISHHAWK FELLOWSHIP CHURCH

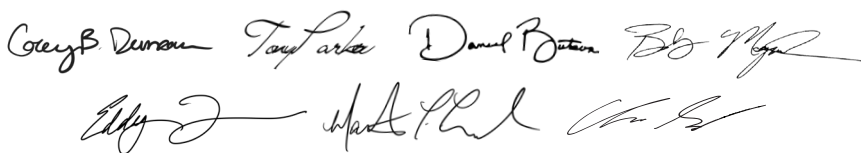
THANK YOU!

As 2019 draws to a close, we wanted to take a moment to celebrate all that God has done here at FishHawk Fellowship Church! This year, we continued to move the ball forward on our ultimate mission: *Building bridges that connect people to a passionate life in Christ*. Everything that we do is done in the hopes that it will bring people close to Jesus and there discover that in Him, their life can truly begin.

Looking back over 2019, there have been many incredible milestone moments where God proved to be the hero of our story. We moved into our new worship and recreation space completely debt free through your giving and God's faithfulness; we had the opportunity to share the Gospel of Jesus Christ to thousands of guests at Easter, Vacation Bible School, Awana, through our student ministry, and at dozens of outreaches, including our new basketball league, setting the stage for building even more bridges into our community.

While this year has been packed with incredible highs, our church family has also walked through a unique trial as well. Losing our Senior Pastor just as we moved into a new season of ministry took many of us by surprise. While it was clear that God had called him away for a new mission and purpose, we mourned the absence of an incredible leader. However, the LORD remained faithful to this family and souls have continued to find refuge in Him here in this place in record numbers. Looking ahead, it is our prayer that each one of us will continue to follow Jesus by taking next steps and look to Him for guidance in all that we do. 2020 is going to be an exciting year! Thank you in advance for partnering with us and for all that you do to help us build bridges that connect people of all ages and from all walks of life to a passionate life in Christ.

You are Loved,
The FFC Pastoral Team

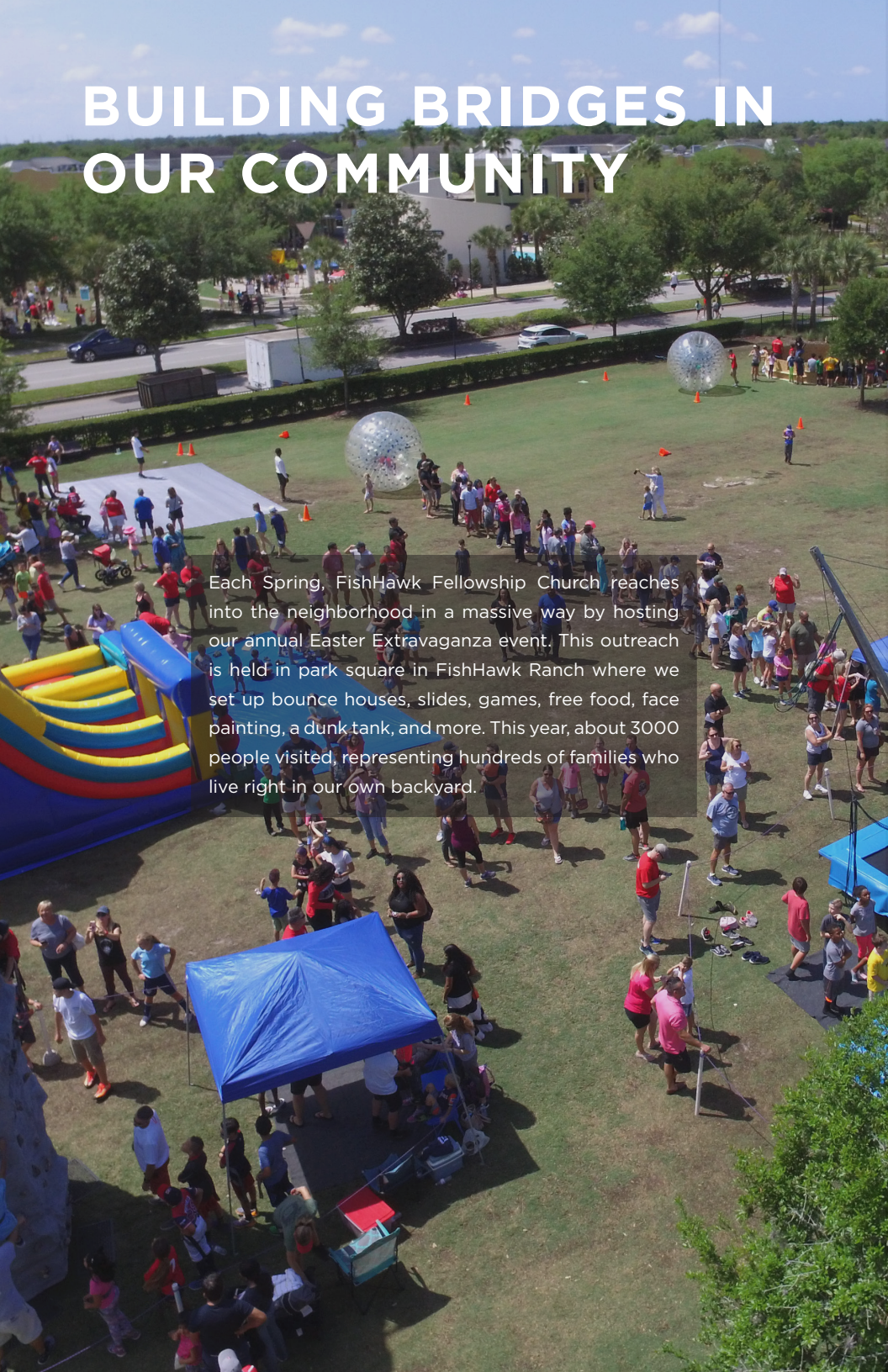
The block contains seven handwritten signatures in black ink, arranged in two rows. The top row has four signatures: 'Corey B. Dumas', 'Tara Lark', 'Daniel Butner', and 'BB Meyer'. The bottom row has three signatures: 'Elly J.', 'Mark Phil', and 'Chris S.'.

OUR MISSION

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



BUILDING BRIDGES IN OUR COMMUNITY

An aerial photograph of a large outdoor community event, likely an Easter Extravaganza, held in a grassy park square. The scene is filled with people of various ages, including children and adults. On the left, there is a large, colorful inflatable slide with yellow, red, and blue sections. In the center, a large blue pop-up tent is set up, with people gathered around it. To the right, there are more people and a small table. In the background, there are trees, a road with cars, and a large transparent inflatable bubble. The overall atmosphere is festive and community-oriented.

Each Spring, FishHawk Fellowship Church reaches into the neighborhood in a massive way by hosting our annual Easter Extravaganza event. This outreach is held in park square in FishHawk Ranch where we set up bounce houses, slides, games, free food, face painting, a dunk tank, and more. This year, about 3000 people visited, representing hundreds of families who live right in our own backyard.



Because building bridges in our own community is the underlying motivation in each and every thing that we do, we intentionally reach out in a myriad of ways throughout the year. In 2019, we hosted events and opportunities that ministered to:

Twin Creeks Assisted Living
Metropolitan Ministries
Feed the Bay
Easter Extravaganza (FishHawk Ranch)
Ellel Ministries
FFC Basketball Camp
Manna On Wheels
Habitat for Humanity
Jesus Only Way
NHS Football Night
A Kid's Place
Seeds of Hope Turkey Trot
Pinecrest Elementary collections
Frozen in the Park (FishHawk Ranch)

MAKING A DIFFERENCE



VACATION BIBLE SCHOOL

550

VBS Average Attendance

Vacation Bible School (VBS) and AWANA are two of our favorite ways to “reach beyond our walls” to the families in our community.

117

VBS Salvation Decisions

VBS consists of one week of fun during the summer, and AWANA is held weekly during the school year. The primary intention of both programs is to come alongside families as they teach their children about God’s love and the story of salvation through Jesus Christ.

185

VBS Leaders

320

Awana Average Attendance

AWANA

50

Awana Salvation Decisions

90

Awana Leaders





DISASTER RELIEF

We partnered with Samaritan's Purse and City Church in Panama City to provide continued relief and assistance to the community there, which was devastated in 2018 by Hurricane Michael.

INTERNATIONAL

FFC STORIES

There is an unfortunate social correlation between college students, Panama City, and spring break. Crowded beaches, cheap hotels, and raucous parties are pretty much the expected outcome of that particular combination of factors. But this year, a member of FishHawk Fellowship decided to overthrow those expectations and do something different with his spring break.

Sean Murray is an 18-year-old freshman at Hillsborough Community College who has been attending FishHawk Fellowship with his family for about three years. He didn't set out to subvert cultural expectations when he signed up to go on a mission trip last year; Sean had seen the lives of his friends impacted by their journeys to other nations and cities doing the work of God, and he simply wanted to be a part of it. When the opportunity to join a team going to Haiti in 2019 opened up, Sean jumped at the chance and cleared his spring break for the trip. But as the date of his trip drew closer, the nation of Haiti was rocked by a series of intense political riots and the trip (through much prayer) was canceled.

Knowing that many students, including Sean, had made plans to give up their spring break to go on mission, FishHawk Fellowship provided an opportunity for any student who was interested to instead go to Panama City that same week to aid in the ongoing relief efforts in the aftermath of Hurricane Michael, which had devastated the city late in 2018. Sean took very little time in deciding that he would pivot and join the team heading up to the panhandle. He felt that God's call to use his spring break for something greater than himself was still the correct course. He felt little apprehension at the abrupt change in his plans, instead he found that he was full of excitement to serve people in need, no matter where they were.

Panama City was certainly no party town when Sean arrived. Neighborhoods were still littered with debris months after the storm. Homes lay empty as beleaguered citizens waited for their insurance to provide them with the finances they needed in order to begin rebuilding their lives. Or worse, the ruin of a house was occupied because the people who lived there had nowhere else to go.

Sean and the other students from FishHawk Fellowship joined with Samaritan's Purse (a Christian relief organization) and got to work immediately. Each day, he worked alongside others for nine grueling hours cleaning up debris, hauling refuse, and stripping more heavily damaged homes of their drywall and insulation. And at the end of each day, the team would gather together and present a bible to each homeowner, explaining that it was the love of Jesus that drove them to serve.

The team from FFC was split into smaller groups and joined with crews from other parts of the nation as they worked. Sean and a few others were sorted with college students from the New England area, most of whom were not Christians, and had simply made the journey to lend a helping hand. Over the course of those days, working shoulder to shoulder with those students, Sean began to share his personal faith story. It was rough going—there was a lot happening to distract from what he wanted to say—each night it was all they could do not to fall into immediate sleep. As he opened up to those other students, Sean found himself learning that, just as in the rest of his life, he had only a finite amount of time with these guys. On that trip, it was a matter of five or six days and the urgency of the deadline drove him to open up more and share his faith in each spare moment. None of them turned their life over to Christ. Yet Sean still found something in both the sharing and the lessons on the immediacy of his responsibility to share the good news with each person he encountered. Sean learned that each day is gift from Jesus, and to waste that time is to dishonor the call He has on each one of our lives.

“It’s a really good experience to step out of your comfort zone... it will really help you grow spiritually and really have a confidence in God and also grow in your reliance in God. ...all you have to be dependent on and lean on is the Rock of God.” - Sean Murray



MISSION PARTNERS

Every year, our Global Outreach Team (GOT) manages several missions partnerships allowing FFC to extend our reach beyond Tampa Bay to the ends of the Earth.

Welcome Home Haiti

Steve & Shelley Hari

Score International

John & Katie Zeller

Hatikva

Evan & Elisa Levine

Global Community Church

Joseph Germain

Jesus Only Way Ministry

Laurie Borland Allen

Ellel

Matt & Becky Moore

Navigators

Chris & Jana Gatlyn

Filter of Hope

Seth & Whitney Swindle

Choices of Brandon

AWANA Clubs

Jim and Tara Lambeth

Impact

Angie & Bill Kagey

Ron Goldberg Ministries

Rabbi Ron Goldberg

Call to Africa

Ken & Renate Galyean



MISSION TRIPS

In 2019, we shared the love of Christ by serving others through building projects, teaching, preaching, and sharing the gospel in:

Panama City (3 trips)

Uganda

Dominican Republic

Kentucky

Haiti (2 trips - cancelled because of dangerous unrest in the country)

FFC STORIES

A leap of faith may look very different to each one of us. There is a great misconception that in order to make great spiritual strides, one must push to the outermost limits of ability, courage, and even possibility. And the pages of history are filled with the stories of people who have done just that: Peter was crucified upside down, Jim Elliot was speared bringing the gospel to an unreached people group, and so many more. Each of these people took a massive leap and only God himself can give them their reward. Yet those same pages of history are often missing the quiet victories; a father who decides to begin praying for his children every day, a woman who walks away from gossip and slander in order to live a more God-honoring life, or a child who stands up to a bully for someone else because Jesus stood up for him. You won't find these leaps recorded in the annals of faith—but does that make them less significant in the eyes of God?

For fifteen-year-old Abigail, the journey toward her leap of faith was paved with small steps. When she was just ten years of age, Abigail went on her first mission trip to Tennessee with her mother and sister, ministering to those less fortunate than herself. She took the same trip again the next year, learning more about God's constant character in the process. Early in her sophomore year of high school, she learned of an opportunity to go to the Dominican Republic with FishHawk Fellowship's student ministry. Abigail found that she really wanted to do something with the LORD on her own—to connect with God and also with the people and cultures that He had created. Once she realized that this trip was what she needed in order to accomplish that, the decision to go was quite simple.

In March of this year, Abigail joined fourteen other students and jumped on a plane bound for the Dominican Republic. The team traveled to villages scattered across the countryside building beds, visiting orphanages, and distributing food packets to the local field workers.

On the first day, Abigail and the team went to deliver and build one of the beds they had promised. Once they had built the bed, one of the translators approached Abigail and asked her if she would like to lead the team in prayer for the family. Immediately, Abby felt fear rising up in her throat; she was not confident in her ability to speak in front of other people. But rising up alongside of her fear, was a small voice, telling her that this was what she needed to do. When the moment came for her to begin to pray, Abigail found the words simply flowing from her mouth—they had come from the LORD. When she was finished, the woman who lived in that house expressed her gratitude for not just the team coming, or the bed, but for the prayer itself. Abigail knew that if God hadn't been there, she would

not have had the words to say. It was one of the most powerfully spiritual moments of her life.

Before going to the Dominican Republic, Abigail was already on a journey with Christ, learning who He is and how to hear his voice. On this trip, He proved once more that when the time comes and we obey, He ALWAYS shows up. That's just who He is.

"[Going on a mission trip is] probably one of the most worthwhile things that you will ever do because you are getting to build your connection with the LORD and His people. And also getting to share the gospel with others and help them have a deeper connection."

- Abigail Boyd



BRIDGE TO THE FUTURE



In March of 2016, we began our Bridge to the Future project with the ambitious goal of building a new multi-purpose worship and recreation space DEBT FREE. God is so good! Because of your sacrificial and generous giving, we were able to move into this new building in February of 2019. Through worship, sports, Awana, and special events, this unique ministry tool is being used seven days a week to help saturate this community with the love of Christ.

SPORTS MINISTRY

In the fall of 2019, our vision of using the new facility to reach into our community took another great step forward. We successfully launched our first season of Basketball leagues for boys and girls of all ages. We believe that sports programs help us connect to families in our own community and gives us new opportunities to share the gospel. This year we have 138 children participating and about 40% of them are new to FishHawk Fellowship.



A woman with long blonde hair, wearing a red long-sleeved shirt and blue jeans, is singing into a microphone on a stage. The background is dark with blue and purple stage lighting. A drummer is visible in the background, slightly out of focus.

OUR VISION

Several Years ago, we joined together around a common vision that we believe the LORD has given to FishHawk Fellowship Church. That vision was to build an army of influencers who would saturate our community with the love of Christ - connecting an additional 2000 people to our fellowship, baptize 1000, and mobilize 100 God-called men and women into ministry.



MAKING DISCIPLES

Our family continues to grow! During our annual Outdoor Baptism Celebration in October, 57 people were baptized! 2019 will also be a record year for baptisms, with over 180 people being obedient to follow Jesus in Believer's Baptism. To date, we have baptized 1,509 in the life of our church! Every baptism represents a life surrendered to Jesus Christ - To God be the glory!



1,509

Baptized in the life of our church

FFC STORIES

ABBY PARRISH: UNASHAMED

“

My name is Abby and I have a husband named Tyler and we've been married for eight years. We have three kids, Rowan is six, we have Henry who's three, and Marlow who is one.

I grew up in church, I was baptized when I was five. I was also baptized again when I was sixteen, early in



high school. Both times, somebody prompted me and said that I was ready, both when I was younger and in high school. I had this idea that I was saved, that I had grown up in the church – it was kind of like steps that I just went through. I remember all through high school I prayed a kind of safety prayer that God would save me. Sometimes it was daily, or weekly, or even monthly, just depending on my emotional or spiritual state.

I got married when I was nineteen and the week after my husband and I got married, we came back to the church that we were going to at the time and they announced that our leaders were moving to Scotland. And we both just felt in our hearts that God was calling us there. We were going to be missionaries in Glasgow, Scotland. We were transitioning our entire lives over, yet I still wrestled through whether I was actually saved or not. It was just a really unsettling feeling, not knowing if I was truly saved.

After God closed the door to Scotland, my husband and I had a lot of marital conflict. We had some good friends that stepped in. But I wasn't able to tell anyone because I was embarrassed that I didn't know if I was saved—it ended up that that was kind of the underlying issue. I was working toward these things that I thought God was calling me to, again just taking steps. In my life God was continually closing doors because I wasn't being faithful to him and his calling to me just to FOLLOW him. But I was just going through the motions and doing what I thought growing up in the church looked like. I was struggling with depression; I had post-partum depression after my daughter was born. Then much later (about a year and a half), it was clinical depression. Especially when God closed the door to Scotland, it just spiraled and got even worse.

About two years ago, my husband looked at me across the table and just said, “I don’t see any fruit in your life. You have to make a choice.” That night I was ready to stop that cycle and I asked him to pray with me. Then he told me that I needed to tell somebody else, because it [couldn’t be] just a secret.

I was still embarrassed and ashamed to tell anyone, but a few weeks prior to Mother’s Day, I went to Pastor Daniel and told him that I was just saved and that I wanted to get baptized. He was just like, “Cool. That’s awesome!” There were no questions. I had built up all of this anxiety thinking it would be this terrible experience going and telling someone.

I realize now that this is my story, but it’s not JUST my story – it’s more my story for God to get all of the glory. It’s His to show, His to tell; I don’t get the glory for this, because it’s God’s glory at the end.”





521

Middle and high school students are being discipled through small group Bible studies.

481

Students grew deeper in their faith through Uncommon Weekend and Summer Camp.

131

Students experienced life change through salvations and baptisms.

50

Students answered the call to serve on mission trips.



STUDENT MINISTRY



LIFE GROUPS

We believe that life is better together - Life Groups are small adult Bible study groups that meet in various locations throughout our community with the purpose of connecting people in positive, growing relationships with God and others. Just like a family, people in Life Groups do life together. They provide support and encouragement through all circumstances.

1,203

Life Group attendees past 12 months

DURING OUR FALL SEMESTER...

74

Groups held on and off campus.

128

Group leaders & Coaches

As we grow, we continue to thank God for all that He has done and continues to do in our church. Thanks to your generosity, FishHawk Fellowship Church is a place where people from all walks of life come together to worship, grow, serve, and share the love of Jesus inside and outside our walls.

And we couldn't do it without YOU.

YOU KNOW BEFORE I DO
WHERE MY HEART CAN SEEK TO FIND YOUR TRUTH

2100

Average Weekly Attendance

193

Discover FFC Graduates

976

First Time Guests

2020 MAP

KINGDOM INVESTMENTS

| Donations & Savings | 2020 Budget | 2019 Budget |
|---|-------------|-------------|
| Donations (SBC/FBC/CCN Organizations) | \$113,000 | \$113,000 |
| Local & Global Missions | \$250,000 | \$218,000 |
| Future Ministry – Building For the Future | \$0 | \$345,000 |
| SUBTOTAL | \$363,000 | \$676,000 |

KINGDOM OPERATIONS

| Administrative & Operations | 2020 Budget | 2019 Budget |
|--|-------------|-------------|
| Materials, Supplies, Training, Meals | \$87,500 | \$52,414 |
| Office, Computer, & Tech/Media Equip. | \$50,000 | \$30,000 |
| Postage, Copies, Advertising, & Printing | \$80,000 | \$51,760 |
| Subscriptions & Bank Fees | \$100,000 | \$84,000 |
| Capital Reserves Savings | \$75,000 | \$25,000 |
| Building, Grounds, & Utilities | \$377,025 | \$322,025 |
| Professional Fees, Consultants | \$120,000 | \$112,000 |
| Ministry Team Allowances (added 4) | \$232,000 | \$146,000 |
| SUBTOTAL | \$1,121,525 | \$823,199 |

KINGDOM WORKERS

| Payroll & Personnel & Contractors | 2020 Budget | 2019 Budget |
|--|-------------|-------------|
| Salaries (Pastors, Staff, & Contractors) | \$1,610,475 | \$1,603,801 |
| Benefits (Insurance & Retirement) | \$280,000 | \$206,000 |
| Workers Comp, Payroll Fees, & Taxes | \$95,000 | \$91,000 |
| SUBTOTAL | \$1,985,475 | \$1,900,801 |

| | | |
|--------|--------------|--------------|
| TOTALS | \$ 3,470,000 | \$ 3,400,000 |
|--------|--------------|--------------|

Q & A

Q: Why did the budget for Local and Global Missions increase?

A: Our Missions Ministry has experienced a number of requests for disaster relief. FFC has assisted Panama City and Alafia River neighborhood in their time of need and this budget sets aside funds for events such as these in the future.

Q: Can I still give to the Bridge to the Future Fund?

A: Yes—as you know we completed phase one of the new building in May 2019. But there are two other projects in the new building to be completed, which include the kitchen and second floor. Plans for these projects will be developed in the future under the leadership of the Senior Pastor.

Q: Why have expenses in many of the categories under Kingdom Operations gone up from last year?

A: The addition of the new building in 2019 increased our operating expenses by adding the cost of operating a third building. Also, our operating expenses have increased as a result of church growth; we have had over 1,000 first-time visitors in 2019 and are planning for continued growth next year.

Q: What is included in the category of professional fees, consultants and why did it go up in this budget?

A: This category includes all of our contracts with third parties such as IT support, CPA, Legal, Deputies, and consultants. The budget increased in 2020 primarily because of increase cost for IT support and Sheriff's Deputies.

Q: What is the purpose of Capital Reserves Savings?

A: As a result of the three-year building campaign, FFC was able to save \$1.6 million to help fund construction of the new building. FFC will now focus on building up our reserves for unplanned future expenses.

Q: Why is there an increase in Building, Grounds, and Utility?

A: As a result of completing the new building, we have deferred several building maintenance projects on the older two buildings. In 2020 the budget included a number of major projects that need to be addressed to maintain our facilities.

Q: Why were the Ministry Team Allowances increased?

A: For the first time in three years, increases were given to many of our ministries. This was to accommodate the increased expenses they are already experiencing as a result of the new building.

Q: Why did the Subscriptions and Bank Fees line increase?

A: We continue to encourage the church to give in a variety of ways, Online giving is currently 65% of giving received which enables FFC to maintain a consistent giving flow. Online giving includes credit card processing fees, which continues to be a popular method of giving.

Q: Are there plans for additional staff in 2020?

A: At this time there are no plans for additional staff. We have included in this budget salaries for the positions of Senior Pastor, Sports Coordinator, and Women's Ministry Leader.

OUR TEAM



Executive/Children & Family Pastor

Tony Parker

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Teaching Pastor

Daniel Butson

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Discipleship Pastor

Bob Magruder

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Missions Pastor

Corey Duncan

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Worship Pastor

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Student Pastor

Chris Greenwood

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Men's Ministry & Operations Pastor

Eddy Fabelo

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