

*"Let us rise up and build" (Neh.2:18)*

# NEHEMIAH PROJECT



**Linwood Church of Christ**  
10 Year Vision(2017-2027)

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### **Purpose**

After our five year vision, the purpose of this report is to display a proposed ten year vision for the Linwood Church of Christ. As our *mission* states, “to show forth the love of God that we might build relationships with our family, friends, and neighbors and lead those who are lost to Christ.”

After carefully reviewing our vision, mission, objectives, and current ministries, I believe a continual strong accountability of what we have, continual implementation of programs, and marketing them to the church and community, will not only fulfill our vision, mission, and objectives, but it will strengthen the church quantitatively, and qualitatively.

In reference to objectives and knowledge, Solomon reminds us in Proverbs 29:18, “Where there is no vision, the people perish: but he that keepeth the law, happy is he.”

### **Purpose to the Church**

As we embark upon another chapter of the church, I want to first thank each one of you for your continual dedication, support, and love shown throughout the many years here with Linwood. Through it all, we've made it this far.

As we seek to solidify our path, let us be mindful of **Isaiah 43:18-20**, “Remember ye not the former things, neither consider the things of old. Behold, I will do a new thing; now it shall spring forth; shall ye not know it? I will even make a way in the wilderness, and rivers in the desert. The beast of the field shall honour me, the dragons and the owls: because I give waters in the wilderness, and rivers in the desert, to give drink to my people, my chosen.”

In addition, let us be mindful of **Nehemiah 2:18**, “Then I told them of the hand of my God which was good upon me; as also the king's words that he had spoken unto me. And they said, Let us rise up and build. So they strengthened their hands for this good work.”

As God seeks to change our lives and do new and great things, it is his desire for us to be committed, and devoted unto him. Similar to Nehemiah who was committed to God, had a vision to rebuild the city of God, encouraged the people of God, and their response was “LET US RISE UP AND BUILD.” Therefore, No matter how messed up the city, “Let us rise up and build.” No matter how messy the people, “Let us rise up and build.” No matter how frustrating the path, “Let us rise up and build.” No matter how many valleys, “Let us rise up and build.” No matter how many rivers, “Let us rise up and build.” No matter how mountains, “Let us rise up and build.” No matter how bad the times, “Let us rise up and build.”

Thus said, through much prayer, let us rise, build, and go on to perfection.

**Continual Love, Donale Stewart, *Evangelist & Minister***

## **History of Linwood Church of Christ**

Linwood Church of Christ's long and interesting history began approximately in 1925, with its first worship service held on Hudson Street in Detroit, Michigan. After which, the congregation moved to Willard School located on Hamilton at Davidson in Highland Park. Later, a storefront on Labelle at the corner of Lincoln, and then the first permanent place on Ford Avenue at the corner of Thompson, in Detroit, Michigan. It was at this location that Bro. James Stewart became Linwood's (then, Ford Avenue Church of Christ) first full time-Minister.

Many ministers have served the congregation, such as Bro. Alonzo Rose, Bro. Charles Webb, Bro. Joseph Lewis, Bro. Orum Trone Jr. and Bro. Alex Davenport. However, Bro. Zebedee Bishop was the minister on two different occasions. He help build, and labored at the Wyoming Church of Christ after which, in 1972 he returned to Ford Avenue (Ford/Linwood Church of Christ) to serve as Minister. After several years of sacrificing to raise funds, Bro. Zebedee Bishop, Bro. Walter Balloon Sr. and Bro. Jessie Bishop Sr. as Elders, were able to break ground of a new site, at the current location of 14001 Linwood on May 1975. Occupancy took place the following year on Mother's Day 1976. December, 1989, Linwood Church of Christ was blessed to burn its mortgage.

In 1982, Bro. Paul McClendon was ordained as Elder, which in later years Bro. Lawrence Collins, Bro. Marshall Powell, Bro. Theodore Griffin, and Bro. Tommy Slaughter was all ordained. Along with others (whom became Elders), in the 1980's Bro. Samuel Anthony served as deacon). In 1996 Bro. Easley Daney, Bro. Fred Gary, and Bro. Waymond Guthery were ordained as Elders, while Bro. David Stovall II, Bro. Mark Gibson, and Bro. Henry Davis was ordained as Deacons.

After serving the congregation for over 25 years, Bro. Zebedee Bishop retired, Bro. Marshall Powell resigned as Elder, and Bro. Jerry Macon became the next Minister. Within this time, Bro. Theodore Griffin, and Bro. Tommy Slaughter resigned to serve another congregation, and sadly, Bro. Easley Daney passed on from life to eternity. After three years, Bro. Jerry Macon departed the Linwood Church of Christ to form what is currently known as the Metro Central Church of Christ. After which, many Ministers served the Linwood congregation, such as Bro. Charles Wilson, whom implemented the "ministry of reconciliation" for 2 years, Bro. James Mark Thompson, whom carried the congregation from 90 members to 800 within one year, and 1100 members within 4 years.

Due to the overwhelming growth of the congregation during Bro. James Mark Thompson's tenure, the church moved its worship service from the Linwood location to the Shiner Theater in Southfield, Michigan to await the completion of a new larger edifice on Dexter Avenue in Detroit, Michigan. However, due to unforeseen circumstances, Bro. James Mark Thompson departed the congregation. The end of 1996 was very difficult for the Congregation. In spite of the circumstance, several members remained under the leadership of Bro. James Mark Thompson to form another church, while others returned back to the Linwood location, with Bro. Paul McClendon, Bro. Waymond Guthery Sr., Bro. David Stovall II, and Bro. Fred Gary serving as Elders. At the end of 2006, Bro. Fred Gary resigned as Elder, relocating south, while early in 2007, Bro. Paul McClendon became Elder Emeritus, having served the congregation for over 30 years.

After Bro. James Mark Thompson departure many Ministers served the congregation for transitional purposes, two of those individuals were Bro. Jason Moore of the Royal Oak Church of Christ, and Bro. Donale Stewart of the Franklin Road Church of Christ.

Installed in September 2007 as Ministers, Bro. Donale Stewart and Jason Moore brought a wide range of

leadership abilities to the congregation. With the synergy of the Elders; Waymond Guthery Sr., and David Stovall II, Trustees; Rahman Kenyatta, John Mack, Samuel Black, Stanley Davidson, and Sylvester Jones, their primary focus was “pressing forward, and building the church quantitatively and qualitatively through spiritual and loving relationships, and the proclamation of the Gospel of Jesus Christ.

However, at the beginning of 2011, God had advanced his purpose within the Linwood Church of Christ. She found herself in the midst of another transition that would reshape the face of the congregation. Early in the year, Elder Waymond Guthery Sr. resigned which caused the dissolving of the overall Eldership. A month later, Elder David Stovall II resigned from leadership and, a week after Elder David Stovall II's resignation, Minister Jason Moore resigned to pursue other tasks within the Royal Oak Church of Christ. This, however, opened another chapter to the Linwood church of Christ; organizing the leadership with Bro. Donale Stewart still as the Evangelist/Minister, and a new Trustee board (Rahman Kenyatta, Paul McClendon, John Mack, Samuel Black, Stanley Davidson, and Timothy Darby Sr. also named as the Congregation Leading Brothers);

In 2012, Paul McClendon and Timothy Darby Sr. vacated the Leadership and Trustee Board for personal reasons. In 2014, Rahman Kenyatta made his eternal transition, and in 2015 Linwood installed Taylor Todd as Assistant Minister and named Henry Capers as a member of the Trustee Board/Leading Brother. However, for personal reasons, after three months, Taylor Todd resigned and vacated the Assistant Minister's position, thus leaving Donale Stewart remaining as Minister, and Samuel Black, Stanley Davidson, John Mack, and Henry Capers as Trustees and Leading Brothers; all united with the vision to continue a focus on Christ, pressing forward, and building the church as God commands, quantitatively and qualitatively through spiritual and loving relationships, and the proclamation of the Gospel of Jesus Christ.

### **Aim**

Our Aim is not to amuse or entertain, but, with meekness (1 Peter 3:15), reach out to you, proclaiming the gospel of Jesus Christ, and demonstrating edification and benevolence through God's Word, which is the Holy Bible (Matthew 28:18-20, 2 Timothy 3:16-17).

### **Vision**

The vision of the Linwood Church of Christ is to be a godly, growing, thriving, and active church in our community (Titus 2:12, Galatians 6:10).

### **Mission**

The mission of the Linwood Church of Christ is to show forth the love of God that we might build relationships with our family, friends, and neighbors and lead those who are lost to Christ (Matthew 28:18-20).

### **Overall Objectives**

1. We will provide spiritual and physical food for those who hunger, living water for those who thirst, a place to call home for the stranger, and covering for those who have none (Matthew 25:34-40).
2. We will provide comfort for those who are afflicted, and go out and help those who are still locked up in the shackles of sin (Galatians 6:10).
3. Together, we will all grow in the unity of faith and in the knowledge of our Lord Jesus Christ (1 Corinthians 1:10, 2 Timothy 2:15).

## Legal Organization

According to Michigan's Department of Energy, Labor and Economic Growth, Linwood Church of Christ Congregation was incorporated 12-26-1945, as Ford Avenue Church of Christ, later changed to Linwood Church of Christ in 1976, and its organization is still active.

501 C Program (Tax Exempt)

## Physical Assets

The physical Assets of Linwood Church of Christ consisting of the physical properties, building and parking lots are legally binding and entitled to the Linwood Congregation as of:

14401 Linwood Detroit, MI. 48238 (Titled to Linwood Church of Christ, Ford-Linwood Church of Christ	1695 Oakman Blvd., Detroit, MI. 48328 Parking Lot (between apartment buildings behind/side of our building)	1Van
	14000 Linwood, Detroit, MI. 48238 Parking Lot (next door to union hall across the street from nursing facility)	

## Current Leadership



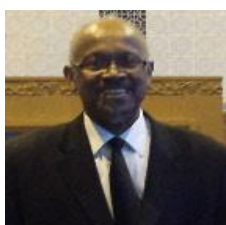
**Donale Stewart**  
**Evangelist & Pulpit Minister**

Begun Preaching: 1992  
Ordained: October 2, 2005  
Installed as Minister of Linwood: September 23, 1997  
Ministry: "Going On To Perfection"

## Leading Brothers



**Samuel Black**  
Trustee, President



**Stanley Davidson**  
Trustee, Vice-President &  
Treasurer



**John Mack**  
Trustee



**Henry Capers**  
Trustee

Current State	
Ministry	Auxiliary Ministry
<b>Administration &amp; Operations</b>	<p><b>Attendance &amp; Visitation</b> The attendance and visitation ministry are to keep track of membership attendance and visit those who do not show up for recorded gatherings (worship and bible classes).</p> <p><b>Security</b> The security ministry provides security and alert monitoring outside of the building during assembly hours.</p> <p><b>Finance &amp; Administration</b> The purpose of the finance and administration ministry is to manage the financial accounts, finances, and bookkeeping of the church. In addition to preparing and maintaining budgets for all the work of the church, it is responsible for managing the day to day, administration, such as membership attendance records, stationary, files, forms, mail, staples, and etc.</p> <p><b>Maintenance</b> The purpose of the maintenance ministry is to oversee the physical structure of the building, grounds, and auxiliary properties. This also, includes the janitorial of the building and up keep of the landscape.</p> <p><b>Kitchen</b> The purpose of the Kitchen ministry is to oversee and maintain the kitchen, equipment, supplies, food &amp; food preparation.</p> <p><b>Dining Room</b> The purpose of the Dining Room ministry is to oversee and maintain the dining facility, equipment, supplies, and decorations.</p> <p><b>Technology</b> The Purpose of the technology ministry is to maintain phone systems, computers, recommend, and create new cost-effective ways to enhance the technology of the congregation. This ministry is also responsible for the congregation's internet presences, website &amp; social networks.</p> <p><b>Transportation</b> The purpose of the transportation ministry is to respond to, pick up, and drop off individuals wanting to attend services. This also, includes the up keeping with the maintenance of the vehicles.</p>
<b>Worship &amp; Assembly</b>	<p><b>Communion Preparation</b> The communion and preparation ministry is responsible purchasing (or getting it purchased) the elements of the Lord's Supper (no later than Sunday of each week) and preparing the table on Sunday to eat.</p> <p><b>Song &amp; Praise</b> The song and praise ministry is responsible for training, developing, and leading the congregation in devotional psalms, hymns, and spiritual songs.</p> <p><b>Baptismal</b> The baptismal ministry is responsible for cleaning and preparing the baptismal garments, and ensuring they are assessable.</p> <p><b>Ushers</b> The ushers' ministry is responsible for the flow of individual traffic throughout the building during general services.</p> <p><b>Hospitality</b> The hospitality ministry is responsible for greeting members and visitors as they come through the doors during general assemblies.</p> <p><b>Audio &amp; Visual</b> The audio &amp; visual ministry is responsible for maintaining existing, and recommend new media equipment, such as microphone recording, and video systems.</p>

<p><b>Education</b></p>	<p><b>Education</b> The purpose of the education ministry is to establish and oversee the curriculum, evangelism literature, and teaching staff for the bible classes. It is to plan and organize vacation bible school, special classes, teacher meetings, appreciations, and other special bible programs.</p>
<p><b>Evangelism</b></p>	<p><b>Evangelism</b> The purpose of the evangelism ministry is to advertise the good news throughout the city, and to reach out and assist with the direction and spiritual growth of delinquent and non-Christians. It involves canvassing, public ads, mailings, bible correspondence, home bible studies, special assemblies, and training classes for workers.</p>
<p><b>Outreach</b></p>	<p><b>Community Caring &amp; Sharing</b> The community caring and sharing ministry is to reach out to the community by way of feeding and clothing those in need.</p> <p><b>Benevolence</b> The purpose of the benevolence ministry is to develop programs to raise items, such as food, money, and clothes, to distribute them to the needy, whether members, or community</p>
<p><b>Spiritual Development &amp; Involvement</b></p>	<p><b>Men</b> The men's fellowship &amp; class ministry is responsible for empowering and providing spiritual and social direction for the men at the Linwood church of Christ.</p> <p><b>Ladies</b> The ladies' fellowship &amp; class ministry is responsible for inspiring and providing spiritual and social direction for the ladies at the Linwood church of Christ.</p> <p><b>Youth</b> The youth ministry is responsible for empowering, and spiritually developing the youth at Linwood Church of Christ.</p> <p><b>Involvement</b> The family ministry is responsible for planning and developing programs and activities for the Linwood Church of Christ. In addition, this ministry is responsible for visiting, contacting members for encouragement, and sending out cards and flowers during bereavement, and distress times.</p> <p><b>Beginners</b> The purpose of the beginners' ministry is to orientate, train, and provide spiritual direction to new Christian and those who need a refresher course in church fundamentals.</p> <p><b>Choir</b> The choir ministry is responsible for preparing, and singing edifying, spiritual psalms, hymns, and spiritual songs to the congregation and special assemblies, not including worship.</p> <p><b>Zones</b> Linwood Church of Christ Zone Ministry is designed to group the members of Linwood according to their last name associated with a number (1-4) to organize, better, and individually serve, mobilize, and empower them in the areas of attendance, evangelism, outreach, caring, fellowship, and communications.</p> <p><b>Singles</b> The Singles Ministry is responsible for inspiring and providing spiritual and social direction for the singles at the Linwood church of Christ.</p> <p><b>Married</b> The Married Ministry is responsible for inspiring and providing spiritual and social direction for the Married at the Linwood church of Christ.</p> <p><b>Seniors</b> The Seniors Ministry is responsible for inspiring and providing spiritual and social direction for the seniors at the Linwood church of Christ.</p>



<b>Signature Programs</b>	<p><b>Zebedee Bishop and Martha Black Scholarship Concert</b> This Program is for the purpose of raising funds for our youth inspiring to attend college after graduating from High School.</p> <p><b>Senior's Appreciation Day</b> This program is for the purpose of honoring those in Christ who is 60 years and older.</p> <p><b>Family &amp; Friends Day</b> This program is for the purpose of inviting family members and friends to worship and lunch for the purpose of displaying the will of God to all mankind.</p> <p><b>Youth Summit</b> This program is for the purpose of reaching out to the youth, community involved and empowering them with the necessary tools to be successful.</p> <p><b>Church's Anniversary</b> This program is for the purpose of reflecting and celebrating the establishment of the congregation 1925 (1976 in the current location). Held in May</p> <p><b>Gospel / Revival Meeting</b> This program is for the purpose of reaching out to the community and spreading the gospel and empowering the church.</p> <p><b>Men's Empowerment Day</b> This program is for the purpose of equipping and inspiring men to achieve and exercise their full potential in every aspect of their life.</p> <p><b>Church's Picnic</b> This program is for the purpose of uniting the church in fellowship while relaxing and spending some time outdoors, including bar-b-q, games, etc.</p> <p><b>Meet, Greet, &amp; Eat</b> This program is for the purpose of meeting and uniting the community with games, food, fellowship, positive wellbeing resources.</p> <p><b>Vacation Bible School or Bible Camp</b> This program is for the purpose of re-enforcing the basic principles of Christian living.</p> <p><b>Youth Back to School Finale</b> This program is for the purpose of equipping and inspiring young people to achieve and exercise their full potential in every aspect of their life.</p> <p><b>Church's Prayer Breakfast</b> This program is for the purpose of uniting the church in prayers of thanksgiving, hope, and intercession.</p> <p><b>Minister's Anniversary</b> This program is for the purpose of honoring the Ministering Evangelist, whom is responsible for imparting the word of God to the Congregation, in addition to counseling, and life coaching.</p> <p><b>Leadership Appreciation</b> This program is for the purpose of honoring the leaders of the congregation whom presented themselves faithful, committed and dedicated to God and the work of the Church.</p> <p><b>Ladies Inspiration Day</b> This program is for the purpose of equipping and inspiring woman to achieve and exercise their full potential in every aspect of their life.</p> <p><b>Family &amp; Friends Night</b> This program is for the purpose of fellowship and developing relationships with the Church family, with Community involved via light refreshments, games, and movies.</p> <p><b>New Year's Eve Service</b> This program is for the purpose of reflecting on the past and recommitting for the future. Held Last day of the year</p> <p><b>Going on to Perfection Conference</b> Linwood is the home of the Annual Going on to Perfection Conference held every year at the beginning of the year; to empower, motivate, and inspire a progressive and proactive movement of new year's resolutions.</p>
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**Bible Boot Camp**

Linwood is the home of the Annual Bible Boot Camp; held in the fall of each year; efforts to empower those who have a desire to know God and his Will; parts of a sentence, parts of speech, figures of speech, tools of studying, understanding and defending the Word of God.

Please See accompanied document.

<b>PLAN</b>	<b>OBJECTIVE</b>	<b>SUCCESS</b>
<b>FINANCES</b>	To account for, stabilize, and maximize our finances. We need to maintain an annual income no less than \$100,000.	<b>Re-established financial security.</b> This was done by accounting for all expenses, and revenue, as well as maximizing revenue pertaining to the congregation.  In addition, we proposed, implemented, and followed up on pledge processes, which helped us build our building fund to over \$11,000 (to-date). Currently, we are not in the negative. We have stable funds allocated from our general contributions, bible school contributions, and pledges.
<b>BUILDING UPGRADE</b>	To maintain, culturally upgrade, and establish equity with our building. We need to raise an estimated income of no less than \$125,000	We have completed the roof. All other objectives are in-complete due to lack of finances.
<b>EDUCAITON &amp; EVANGELISM EFFORTS</b>	Education, Leadership, curriculum, attendance, edification, spiritual discipline, utilization of talent, and membership increase	<b>Re-established the Lord's church per his will, quantitatively and qualitatively.</b> This was done per the following Education program all coupled with the Gospel of Jesus Christ: a. Sunday Morning Worship (Topical Lessons) b. Sunday Evening Worship ("Hour of Power" - Exposition of Bible Books) c. Sunday Morning Bible Study ("What does the Bible Say?" - Exposition of Bible Books) d. Wednesday Night Bible Study ("Sacrificial Living" – Topical Lessons) f. Men & Ladies Class ("Men Empowerment" & "Ladies Inspiration") g. Focused on attendance, edification, and spiritual discipline
<b>DEVELOP LEADERHIP PROGRAM</b>	Class for men, training for chairpersons, hire Assistant Minister, succession program	Maintained Men's Empowerment Class. Did hire assistant Minister, however. For personal reasons recipient stepped down.
<b>ENCOURAGE RETENTION EFFORTS</b>	Enhance worship & bible study, pictorial directory, work with church and community to develop spiritual and physical growth	Developed retention program, However. Need to be encouraged more.
<b>TV, RADIO, AND INTERNET MINISTRY</b>	Audio, video, and technology, community access, live talk show	NA
<b>LINWOOD INITIATIVE</b>	The Linwood Initiative is an independent organization currently being developed by faithful Christians associated with the Linwood Church of Christ to provide support to the Linwood area and a complete resource center for those who are in need.	NA

**SPIRITUAL & CHARACTER DEVELOPMENT PLAN**

1. Challenge ourselves by transforming our mind, and focusing on “what would Jesus do?” Focus on applying Romans 12:1-2, and 2 Peter 1:1-11 our daily living.
2. Challenge ourselves by talking to God at least 1-3 times a day.
3. Challenge ourselves by listening to God and reading one chapter from the Bible a day.
4. Challenge ourselves by having perfect attendance for Worship to God, and Bible Study of his will.
5. Sustain our focus How do we look (leadership, value, mission, vision, goals).
6. Sustain a focus on who is our target (48238, Detroit, World).
7. Aggressively provide the needs of our target (through our Ministries).
8. Compassionately make our visitors fill like family (Greeters, Welcome Fellowship, Friendly Brochures).
9. Focus on fostering an atmosphere of growth? (Banners, Signage, Bible Classes, Instructions, Edification)
10. Continuously ask what makes us different? (a brand (“*a place to belong*”))
11. Sustain focus of the “cradle to the grave” concept or our Education Ministry, in addition to remembering what our Lord said in Matthew 28:18-20, “Go, each, Baptized, and Teach.”
12. Work to empower our Education Ministry
  - a. In addition to Leadership, to continue with the current curriculum (focusing on attendance, edification, and spiritual discipline)
    1. Sunday Morning Worship (Topical Lessons)
    2. Sunday Evening Worship (“Hour of Power” - Exposition of Bible Books)
    3. Sunday Morning Bible Study (“What does the Bible Say?” - Exposition of Bible Books)
    4. Wednesday Night Bible Study (“Sacrificial Living” – Topical Lessons)
    5. Tuesday Night Bible Study (“Connections” - Evangelism & Outreach)
    6. Men & Ladies Class (“Men Empowerment” & “Ladies Inspiration”)
    7. Saturday (or Thursday) (Leadership Development)
  - b. Develop assistants for the Education and Evangelism Ministries
  - c. Identify and utilize the resources and talents within the Congregation to maximize our Spiritual Education (Church Library and After School Programs)
  - d. Double the Membership annually, and the average Sunday Worship and Bible Studies, by implementing the each one teach one concept.

## FINANCIAL STABILITY PLAN

In addition to sustaining our current accounts:

1. Operate from an Operating Budget predicated upon previous year financials, in addition to scrutinizing variances.
2. Encourage ownership. When not present, continue to leave offering.
3. Never drop below a weekly budget of \$2000 (If at least 40 members contribute \$50 weekly (\$2600 Yearly) and/or every member consistently contribute 10% of earnings).
4. Continue 2<sup>nd</sup> offering last Sunday of the month themed "Seed Sowing Sunday" or "S3" to benefit the building fund and/or sustaining of our physical assets.
5. Continue financial pledges for the benefit of increasing the building fund for the initial objectives (Roof, Stair Lift, Parking Lot, Audio and Video Systems, Outdoor Sign, Upgrade Pulpit and Sanctuary)
6. Members exercising their time and abilities to service the church without seeking re-imbursement for labor.
7. Establish a financial reserve (CD) for a potential famine.

## OUTREACH PLAN

See Page 16. In addition to strengthening our current evangelism themed "**CAMPAIGN FOR CHRIST: Operation Redemption Campaign**":

1. Assign 3 members (encourage adoption) to streets & establishments to pass out literature and CDS and indicate completion within a given time
1. Monthly, purchase yard signs to place in selected zip codes throughout the city and suburbs (Linwood Church of Christ "a place to belong" [www.linwoodchurchofchrist.org](http://www.linwoodchurchofchrist.org))
2. Ensure every home and establishment within 48238 first, knows about Linwood Church of Christ via the above mentioned (focusing on a lighthouse effect).
3. Seasonal (4) Family Friends Day
4. Personal invitation (Compile 12-person list of persons that do not attend or is not a member of Linwood to encourage them to Linwood) (Start by focusing on inviting at least 1 person from your list each Sunday) via texts messaging, etc.
5. Increase our benevolent efforts, particularly through a referral system, and individual church members aiding on building the pantry.
6. Increase media presence, particularly sharing media that is placed on Linwood social media sites. Maximize Audio, Video, and Technology Ministry, Find, and develop opportunities to appear on Community Access T.V., Develop a live talk show, which will showcase the Church.

**RETENTION**

See Page 27. In addition,

1. Establish ways to enhance Worship, and Bible Study Services in accordance to God's will, which will appeal to a wider range of people and ages. (intent: hire a song director)
2. Aggressively follow the initial retention program
3. Provide the congregation with updated Pictorial Directory and Resource Guide
4. Understand the church and community demographics, and develop programs, and resources to help members and visitors grow spiritually and physically.

**IN ADDITION TO OUR SIGNATURE PROGRAMS, WE WILL FOCUS ON THE FOLLOWING PROGRAMS TO NAME A FEW**

<p><b><u>Administration &amp; Operations</u></b>  Attendance &amp; Visitation  Security  Finance &amp; Administration  Maintenance  Kitchen &amp; Dining Room  Technology  Transportation  Historian</p> <p><b><u>Education</u></b>  Bible Classes  Bible Correspondence  Bible School  Tutorial</p> <p><b><u>Evangelism</u></b>  Campaign for Christ</p>	<p><b><u>Worship &amp; Assembly</u></b>  Communion Preparation  Song &amp; Praise  Baptismal  Ushers  Hospitality  Audio &amp; Visual</p> <p><b><u>Outreach</u></b>  Community Caring &amp; Sharing  Benevolence</p>	<p><b><u>Spiritual Development &amp; Involvement</u></b>  Men  Ladies  Youth  Family Development  Beginners &amp; New Members  Choir  Singles  Marriage  Nursery  Seniors  Finances  Alcohol Anonymous (12 step)  Narcotics Anonymous (12 step)  Weddings  Funerals  Grief  Sick &amp; Shut In</p>	<p>Adolescences Support  Relationship Support  Birthdays &amp; Anniversaries  Critical Needs Support  Minister's Support  Employment  Health &amp; Wellness  Home Repairs &amp; Assistants  Missions &amp; Missionary  Photography  Legal Advice  Transition Support  Community Liaison  Causes (Awareness)  Military Support  Athletics  Fellowships &amp; Involvement  Zones</p>
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### “Linwood Initiative” Plan

**(non-profit subsidiary to do business that will not conflict with scriptures.** The Linwood Initiative is an independent organization expected to be developed by faithful Christians associated with the church of Christ to research and secure grants and external resources to provide support to the Linwood area, and a complete resource center for those who are in need.

#### **Supporting:**

Dropped out of School	Mental illness	Children (0-17)
Teen pregnancy	Evicted	Adults (18-59)
Juvenile delinquency	Unemployed	Seniors (60+)
Substance abuser	Physical & Mental Disability	
Losing public benefits	Homeless	
Violent behavior	Domestic Abuse	
HIV/AIDS	Families	

#### **Providing:**

- a. Counseling & Family Enrichment
- b. Discounted Childcare
- c. Computer Lab & Training
- d. Basic Reading & Math Academic Tutorial
- e. Zebedee Bishop & Martha Black Academic Scholarship
- f. Discount Moving
- g. Soup Kitchen
- h. Employment Search Support
- i. Health Awareness

#### **Leadership:**

- a. Board of Directors
- b. Director of Operations
- c. Departments Heads
- d. Facility Used (rent to Linwood Church of Christ)
- e. Financial Support (donations and grants)

### Continue Building Upgrade Plan

To maintain, culturally upgrade, and establish equity with our building.

- a. Flat Portion of Roof, Windows, Doors (Budgeted: \$40,000) (**Steeple completed 2013**)
- b. Parking Lot, (Auto Gate) Fence (Budgeted: \$15,000)
- c. Audio & Sound Equipment (Budgeted: \$15,000)
- d. Pulpit & Sanctuary (Budgeted: \$10,000)
- e. Outdoor LED Sign (Budgeted: \$5,000)
- f. Childcare Facility, Kitchen (Budgeted: \$10,000)
- g. Elevator or Ramp (Budgeted: \$30,000)

#### **Objective-to establish a committee to oversee Building Upgrade**

1. Develop a design & planning team
2. Gather estimates
3. Develop a budget and capital campaign
4. Keep the congregation informed via fund thermometer
5. Solicit Bids
6. Completed Projects



**Continue Developing Leadership and Succession**

**2 Timothy 2:2**, “And the things that thou hast heard of me among many witnesses, the same commit thou to faithful men, who shall be able to teach others also.”

- a. Initiate Leadership Class for Men
- b. Develop program to enhance our chairpersons of our Ministries
- c. Search for, and hire an Assistant Minister
- d. Initiate ways to develop a succession program for existing leaders.

Linwood Church of Christ

## **CAMPAIGN FOR CHRIST:** Operation Redemption Campaign

“HELPING AND SAVING SOULS ONE PERSON AT A TIME”

**Song:** *Somewhere listening for my name*

**Song:** *Hard Fighting Soldier*

**START THE CHALLENGE**

**GET INVOLVED AND VOLUNTEER TODAY!**

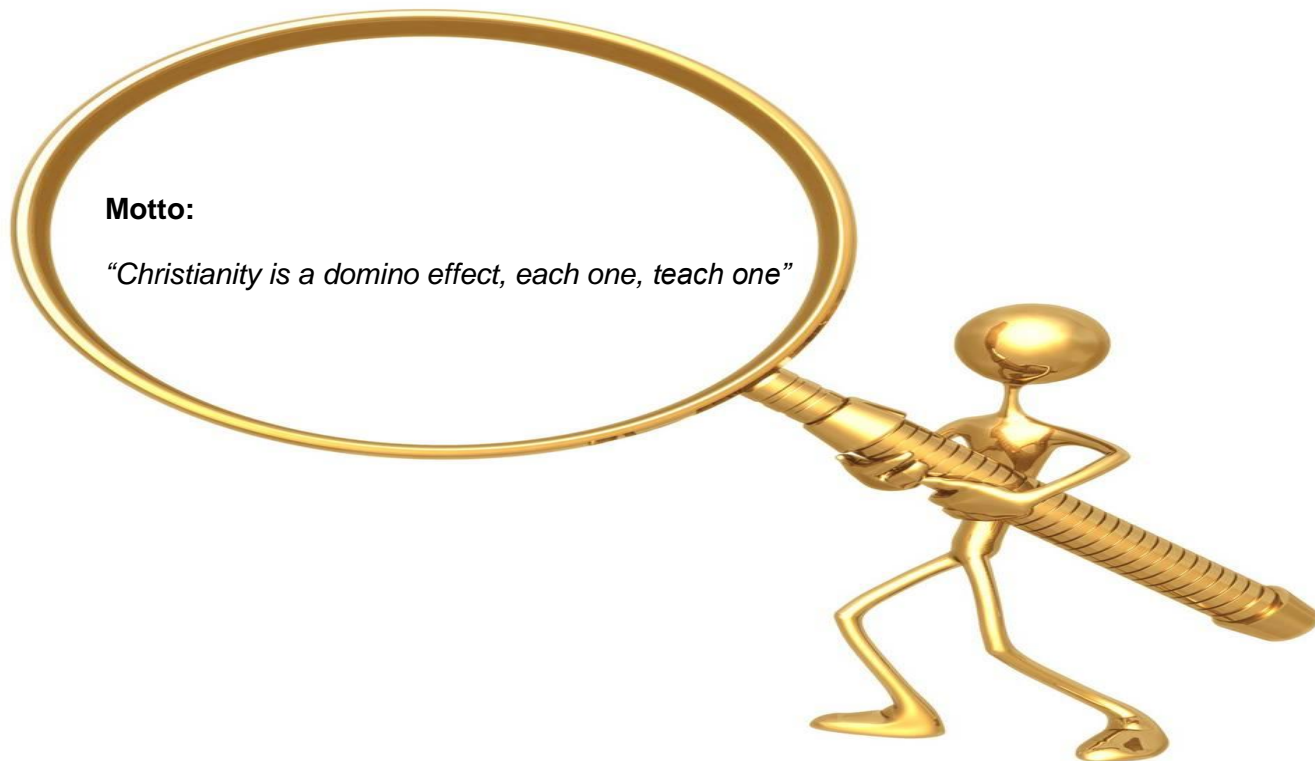
**Matthew 9:35-38.** “And Jesus went about all the cities and villages, teaching in their synagogues, and preaching the gospel of the kingdom, and healing every sickness and every disease among the people. But when he saw the multitudes, he was moved with compassion on them, because they fainted, and were scattered abroad, as sheep having no shepherd. Then saith he unto his disciples, The harvest truly is plenteous, but the labourers are few; Pray ye therefore the Lord of the harvest, that he will send forth labourers into his harvest.”

**Matthew 28:18-20.** “And Jesus came and spake unto them, saying, All power is given unto me in heaven and in earth. Go ye therefore, and Teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Ghost: Teaching them to observe all things whatsoever I have commanded you: and, lo, I am with you always, even unto the end of the world. Amen.”

**John 15:2.** “Every branch in me that beareth not fruit he taketh away: and every branch that beareth fruit, he purgeth it, that it may bring forth more fruit” THE 33rd or F.R.U.I.T.S. (First Try Unifying Individuals to Self)

**Motto:**

*“Christianity is a domino effect, each one, teach one”*



- This ministry is to involve every Christian in teaching and leading the lost to Jesus Christ. It is to motivate the church (each member) to bring at least one soul every six months or year to Jesus.
- It can be friends, associates or co-workers on the job, homeless people, rich people, and family members. It doesn't matter who the person is, as long as that person can understand the Word of God and his well for their life.
- Each Christian provokes himself to someone in the world, to be a friend or shoulder to lean on.
- This ministry helps all Christians to contribute in the building of the church of Christ.
- This ministry helps all Christians to bear fruit on their branches.
- They will report all work and need of support to the leader of this ministry every two weeks.
- They will have home bible study, give pamphlets, etc, and invite their attached person to gospel meetings and other church functions.

**Personal work will be done with:**

Benevolent Contacts  
College Age Students  
General Population  
Bible School Contacts  
Hospital Contacts  
Delinquent Contacts  
Follow-Ups

EXAMPLE OF THE ONE ON ONE

**Note:** This is only an example.

Say a local congregation has 50 members; you would take 33 of those members and train them for one year in personal evangelism. And then you would send them out into the world to attach themselves to a lost soul and bring them to Christ Jesus. It would then become a chain reaction (domino effect).

<b>Goal Chart Example</b>			
<b>Year</b>	<b>Status of Growth</b>	<b>Training</b>	<b>New Converts</b>
0	33	train for teaching	0
1		send out to work	
2	66	train both groups	33
3			
4	132	train both groups	66
5			
6	264	train both groups	132
7			
8	528	train both groups	264
9			
10	1,056	train both groups	528
11			
12	2,112	train both groups	1,056
13			
14	4,224	train both groups	2,112
15			
16	8,448	train both groups	4,224
17			
18	16,896	train both groups	8,448
19			
20	33,792	train both groups	16,896

**John 14:15**

"If ye love me, keep my commandments."

## PREPARATION CHALLENGE

1. Challenge yourself by transforming your mind, and focusing on “what would Jesus do?”  
Focus on applying Romans 12:1-2, and 2 Peter 1:1-11 to your daily living
2. Challenge yourself by talking to God at least 1-3 times a day.
3. Challenge yourself by listening to God and reading one chapter from the Bible a day.
4. Challenge yourself by having perfect attendance for Worship to God, and Bible Study of his will.
5. How do we look (leadership, value, mission, vision, goals,)?
6. Who is our target (48238, Detroit, World)?
7. Do we provide the needs of our target? (Ministries)
8. How do we make our visitors fill? (Greeters, Welcome Fellowship, Friendly Brochures)
9. Does our atmosphere foster growth? (Banners, Signage, Bible Classes, Instructions, Edification)
10. What makes us different? (a brand (“*a place to belong*”))

***“a place to belong”***

## GOAL

(Steps to Preaching and Teaching to the World)

“....Go ye into all the world, and preach the gospel to every creature.”  
Jesus Christ said in Mark 16:15

“....Go ye therefore, and teach all nations,....”  
Jesus Christ said in Matthew 28:19

The gospel is the **Death, Burial, and Resurrection** of Jesus Christ  
Paul said in 1Corinthians 15:1-4

How do one obey those facts?  
**Hear** the word of the gospel-Romans 10:17  
**Believe** the gospel-Hebrews 11:6  
**Repent** of your sins-Acts 2:38  
**Confess** the Christ-Romans 10:10  
**Baptized** in Water-Acts 2:38, Romans 6:4

**(The ladder of evangelism)**



World

Country

State

City

Neighborhood

Any one person



## LITERATURE DISTRIBUTION

### 1. ESTABLISHMENTS

<b>TASKS</b>					
3 individuals per team (1 driver, and two walkers). Each team is responsible for a specific destination on the road. They will focus on the targets and carry out the tasks below.					
<ol style="list-style-type: none"> <li>1. Drop off literature</li> <li>2. If Permitted, post literature</li> <li>3. Leave literature in a decent place</li> </ol>					
<b>TARGETS</b>					
<ol style="list-style-type: none"> <li>1. Municipal and Curbside Parking</li> <li>2. Bus Stops</li> <li>3. Convenient Stores</li> <li>4. Eateries</li> <li>5. Libraries</li> </ol>			<ol style="list-style-type: none"> <li>6. Laundromats</li> <li>7. Cleaners</li> <li>8. Barber Shops</li> <li>9. Beauty Saloons</li> <li>10. Grocery Stores</li> </ol>		
<b>DESTINATIONS</b>					
<i>Nucleus Roads</i>		<i>West to East</i>		<i>North to South</i>	
<i>Team:</i>	<i>Date</i>	<i>Team:</i>	<i>Date</i>	<i>Team:</i>	<i>Date</i>
Grand River		8 Mile		Lasher	
Gratiot		7 Mile		West Outer Drive	
Woodward		McNichols		Evergreen	
Michigan		Fenkell		Greenfield	
Jefferson		Schoolcraft		Schafer	
Groesbeck		Plymouth		Wyoming	
Miller		Joy		Livernois	
		Warren		Oakman	
		Davison		Dexter	
		Elmhurst		Linwood	
		Grand Blvd.		Rosa Parks	
		Tireman		Hamilton	
		Martin Luther King Blvd.		John R	
		Mack		Conant	
		Chicago		Mc Elliot	
		Vernor		Van Dyke	
		Kercheval		East Outer Drive	
		Lafayette		Cadillac	
		Harper		Chalmers	
				Conner	
				Gray	
				Telegraph	
				Beech Daly	
				John Daly	



## 2. INTERSECTIONS (Acts 8:26-39) (RISK FACTOR) TENTATIVE! TENTATIVE!

<b>TASKS</b>			
<ol style="list-style-type: none"> <li>2 individuals standing on each corner of an intersection</li> <li>When vehicles stop at the light (red only), an individual would approach the vehicle and hand the driver or passenger literature.</li> <li>Give pedestrians literature also.</li> </ol>			
<b>TARGETS</b>			
<ol style="list-style-type: none"> <li>Motorists</li> <li>Pedestrians</li> </ol>			
<b>ZIP CODE</b>	<b>INTERSECTION</b>	<b>Date</b>	<b>Team of 8</b>
48238	Linwood & Davison		
	Dexter & Davison		
	Livernois & Davison		
	Wyoming & Davison		
	Linwood & Fenkell		
	Dexter & Fenkell		
	Livernois & Fenkell		
	Wyoming & Fenkell		
48219	8 Mile & Lasher		
48223 & 48227	Southfield, Grand River & Fenkell		
48235	The Lodge, 8 Mile & Greenfield		
48207	Gratiot & Grand Blvd. (contacted to 48213, 48214, and 48211)		

## 3. SPECIFIC LOCATIONS

<b>TASKS</b>	
<ol style="list-style-type: none"> <li>Drop off literature</li> <li>If Permitted, post literature</li> <li>Leave literature in a decent place</li> </ol>	
<b>TARGETS</b>	<b>TEAM</b>
Detroit Main Post Office Curbside Parking	
Municipal Post Offices Curbside Parking	
DMC Curbside Parking	
Henry Ford Curbside Parking	
Downtown Curbside Parking	
Herman Kefir Bulletin Boards	
Wayne State University Curbside Parking	
Bowling Facilities (Parking	
Northland Shopping Center (Bus Area)	
Linwood Church of Christ (Caring & Sharing Bags) & (Visitor's Table)	

### 3. TARGETS OF OPPORTUNITY

<b>TASKS</b>	
Keep several flyers in your car or in your possession in case opportunities avail within	
Conversations	
Those in Need	
Proactive Invitations	
Employee Bulletin Board	
Vehicle Adjacent to yours in a parking environment	
Encountering a Strangers, and	
Encounters and Facilities outside of Detroit	

**DOOR TO DOOR**

Focus on 1 Zip Code at a Time (Block by block)

**TASKS**

1. Develop Groups (3-5 per street)
2. Distribute Flyers
3. Distribute Weekly News Letter

Sequence	Day	Zipcode	Sequence	Day	Zipcode	Sequence	Day	Zipcode
1	Thursday	48238	28	Saturday	48205	55	Saturday	48227
2	Friday	48238	29	Thursday	48223	56	Thursday	48211
3	Thursday	48238	30	Friday	48223	57	Friday	48211
4	Friday	48238	31	Saturday	48223	58	Saturday	48211
5	Saturday	48238	32	Thursday	48213	59	Thursday	48207
6	Thursday	48204	33	Friday	48213	60	Friday	48207
7	Friday	48204	34	Saturday	48213	61	Saturday	48207
8	Saturday	48204	35	Thursday	48239	62	Thursday	48201
9	Thursday	48206	36	Friday	48239	63	Friday	48201
10	Friday	48206	37	Saturday	48239	64	Saturday	48201
11	Saturday	48206	38	Thursday	48214	65	Thursday	48208
12	Thursday	48238	39	Friday	48214	66	Friday	48208
13	Friday	48238	40	Saturday	48214	67	Saturday	48208
14	Thursday	48202	41	Thursday	48228	68	Thursday	48216
15	Friday	48202	42	Friday	48228	69	Friday	48216
16	Saturday	48202	43	Saturday	48228	70	Saturday	48216
17	Thursday	48203	44	Thursday	48234	71	Thursday	48210
18	Friday	48203	45	Friday	48234	72	Friday	48210
19	Saturday	48203	46	Saturday	48234	73	Saturday	48210
20	Thursday	48221	47	Thursday	48235	74	Thursday	48209
21	Friday	48221	48	Friday	48235	75	Friday	48209
22	Saturday	48221	49	Saturday	48235	76	Saturday	48209
23	Thursday	48219	50	Thursday	48212	77	Thursday	48215
24	Friday	48219	51	Friday	48212	78	Friday	48215
25	Saturday	48219	52	Saturday	48212	79	Saturday	48215
26	Thursday	48205	53	Thursday	48227	80	Thursday	48224
27	Friday	48205	54	Friday	48227	81	Friday	48224
82	Saturday	48224						
83	Thursday	48226						
84	Friday	48226						
85	Saturday	48226						

**INTERNET****TASKS**

1. Daily & Weekly Updates

**TARGETS**

1. Website ([www.linwoodchurchofchrist.org](http://www.linwoodchurchofchrist.org))
2. Social Networks (Facebook, Twitter, Youtube)
3. Other Networks
4. Blogs
5. Google, MSN Ads within Detroit Area

**PERSONAL****TASKS**

1. Invite others to services

**TARGETS**

1. Demonstrate some humility, compassion and love towards another (a fellow Christian not in attendance, family, friends, a stranger).
2. Demonstrate Christian unity by calling, visiting, or writing a different fellow Christian at least once a week.
3. Encourage someone at least 1-2 times a week, to join you as an honored guest for this Sunday Worship and Wednesday Bible Study, via WORD OF MOUTH, CHURCH FLYER, CELL PHONE TEXTING, and/or EMAIL.

**OUTSIDE MARKETING****TASKS**

1. Banners and Yard Signs
2. L.E.D. or Removable Letters Signs

**TARGETS**

1. Motorists and pedestrians passing by the building

**1 Corinthians 15:58**

Therefore, my beloved brethren, be ye steadfast, unmoveable, always abounding in the work of the Lord, forasmuch as ye know that your labour is not in vain in the Lord.

## Linwood Church *of* Christ

# ATTENDANCE AND RETENTION

“HELPING AND SAVING SOULS ONE PERSON AT A TIME”

Go (at Jesus Command and your lifestyle (2 Peter 1:1-11)

Teach (Romans 5:12-19, John 3:16, 1 Corinthians 15:1-4, Matthew 16:18)

Baptize (Romans 6:1-4)

Teach (Genesis-Revelation)

### Personal Outreach (Matthew 28:18-20)

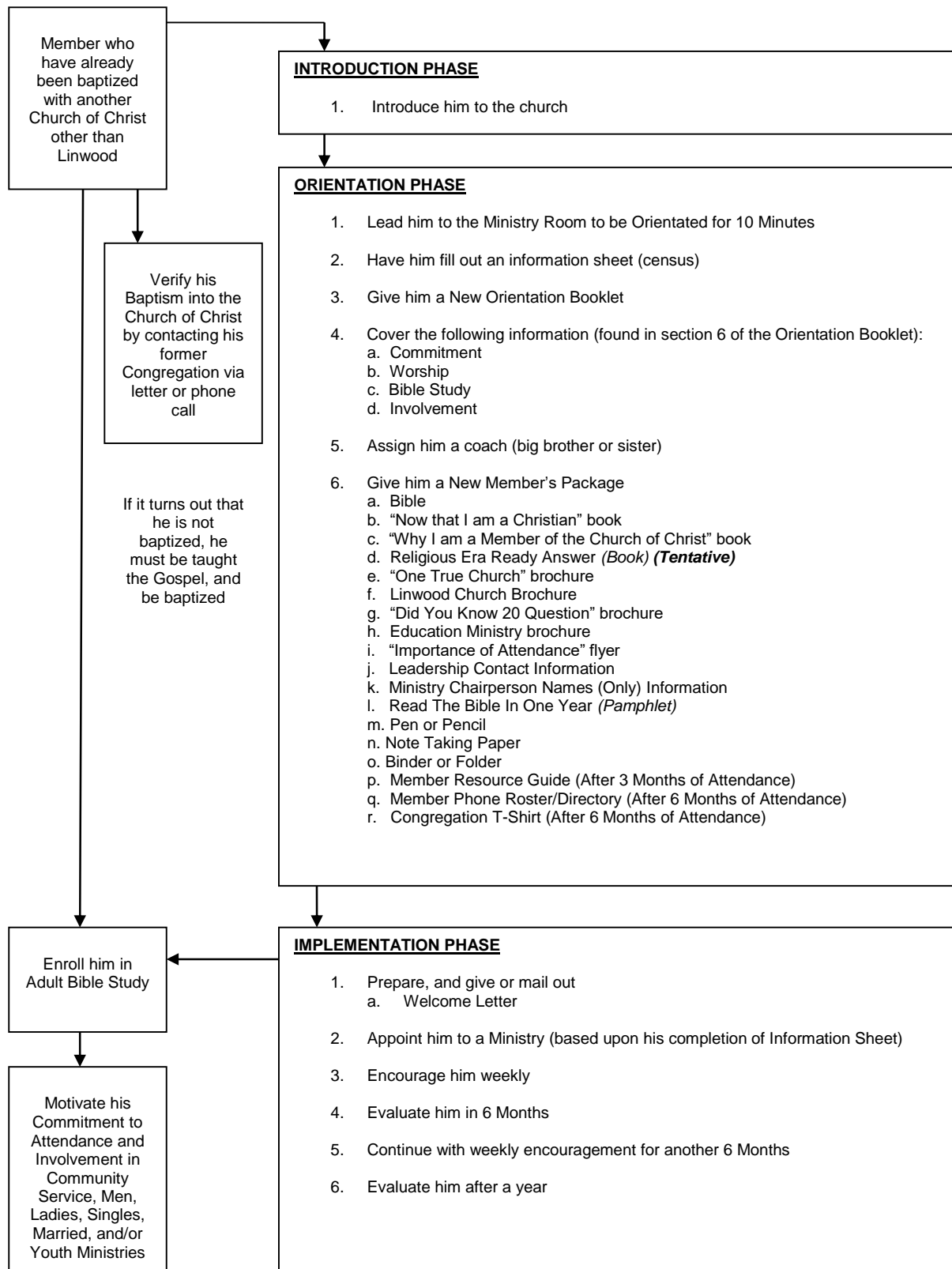
1. Weekly Connections Class (Personal Outreach & Basic Bible Study) (Tuesday at 6:30 p.m.)
2. Members complete Connections (evangelism) survey.
3. Canvassing & Literature Distribution (Tuesday-Saturday)

### Visitors (Galatians 6:10)

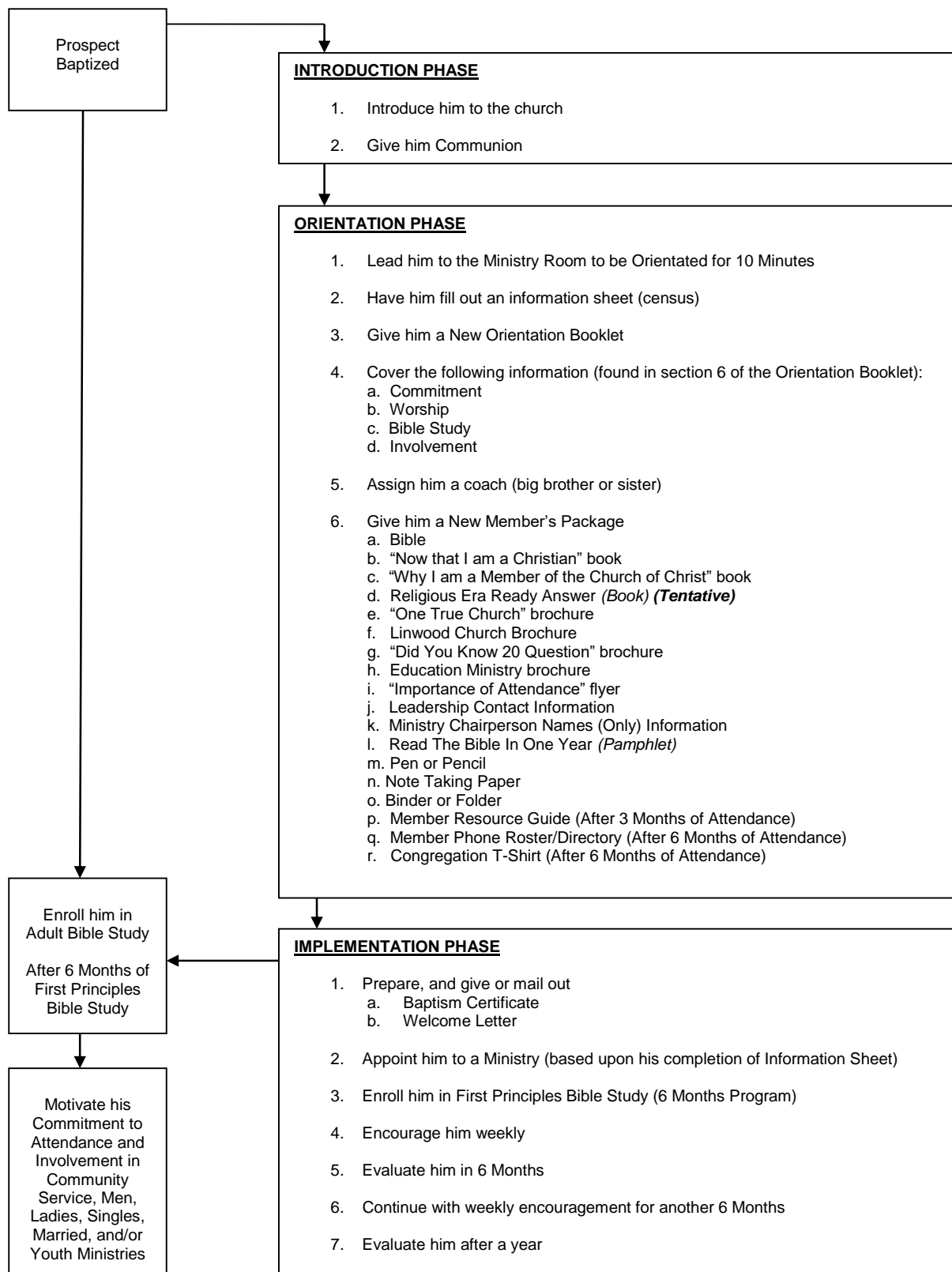
1. Visitors would complete a visitor's information card
2. Follow the attendance steps 3, a-d listed below
3. When acknowledged during services, the Visitor should receive a visitor package (Visitor Folder consisting: "The One True Church" flyer, "Bible Ready Reference" pamphlet, Linwood's General Brochure, "Did You Know (20 questions)" brochure) from the usher or acknowledger
4. The "Attendance & Visitation" Ministry would mail out
  - a. "Thank you for visiting" letter signed by the Minister
  - b. Brochure
  - c. CD
5. The "Attendance & Visitation" Ministry would phone call the visitor letting them know we were happy that God brought them to visit the body of saints at Linwood and to welcome them back again (invite them to bible studies).

**After one is baptized into Christ (See New Christian Retention Process Chart)  
(Matthew 28:20, 1 Peter 2:2)**

## New Members' Process Chart



## New Baptized Members' Process Chart



## Attendance (Hebrews 13:17)

1. All members are encouraged to complete a Census (personal information sheet).
2. The Census (personal information sheet) should be updated in the church database immediately.
3. **Worship Attendance (Hebrews 10:25)**
  - a. All attendees are encouraged to complete an attendance card, and place it in the collection basket at the time of giving during worship. (If one fails to place their attendance card in the collection basket at the appropriate time, hand deliver it to the administrative office, and place it in the front office mail bin (located on the wall next to the door).
  - b. The attendance cards are picked up during the “given” portion of worship. After which, they are separated from the collections (by the designated personnel in the designated location), and given to the front office by the end of worship.
  - c. The front office would ensure that changes, indicated on the cards by members, are updated in the church database. After which, the cards are passed to the “Attendance & Visitation” Ministry by placing the cards in their mail box (located in the back hallway behind the pulpit.)
  - d. The “Attendance & Visitation” Ministry would pick up the cards and update the attendance roster/database, according to the cards.
  - e. After completing the attendance database, the “Attendance & Visitation” Ministry would prepare an attendee/absent roster.
    1. The “Attendance & Visitation” Ministry would keep a roster, and make a copy.
    2. The “Attendance & Visitation” Ministry would give the Elders and Minister a copy of the roster no later than Wednesday after a Sunday attendance have been taken.
  - f. The following procedures are encouraged to take place when a member is consecutively absent from Sunday Worship: (**note:** Minister and Elders are encourage to call and visit even when others are calling and visiting)
    - **Missing 1 Sunday** – A Miss you call will be made within the first few days
    - **Missing 2 Sundays** –A miss you call will be made and letter sent, signed by the Elder(s) and/or the Minister.
    - **Missing 3 Sundays** – A miss you call and personal visit (accompanied with Elder(s) and/or Minister) will be made
    - **Missing 4 Sundays** – Elders and/or Minister would call, then visit and pray with member encouraging them to come back into fellowship with the body of saints.
    - **Missing 6 Sundays** –Elders and/or Minister would call member  
The “Attendance & Visitation” Ministry would send out “You are our missing Link” letter, signed by the Elder(s) and/or the Minister.
    - **Missing 8 Sundays** – Elder(s) and/or Minister would call member  
The “Attendance & Visitation” Ministry would send out an encouragement letter, (signed by the Elder(s) and/or the Minister).
    - **Missing 10-47 Sundays** – Elder(s) and/or Minister would call, visit, and pray with member each week (non-ill, non-hospital, or non-home bound members becomes delinquent). (Letter of intent to correct may be sent from Elders and/or Minister)
    - **Missing 48 Sundays** – Elders and/or Minister would call, visit, and pray with member (place delinquent member in an in-active member status)
    - **Missing over 2 Years** – Keep in an in-active status. However, if member is attending another congregation, remove member from Linwood’s congregation membership.



***Bible Studies Attendance (Acts 20:28, 2 Timothy 2:15)***

- a. Instructors are encouraged to pick up an attendance sheet from the “Ministries Office” (located down stairs prior to each bible study. Immediately after prayer, the instructors are encouraged to pass the attendance sheet around encouraging all attendees of the study to sign or check their name (indicating they are present).
- b. Once the bible study is complete, the instructor is encouraged to ensure all attendees have signed or checked their name. After dismissal, the instructor is encouraged to place the attendance sheet in the “Ministries Office” “Attendance & Visitation” Tray (located downstairs or the “Attendance & Visitation” mail box (located in the back hallway behind the pulpit).
- c. The “Attendance & Visitation” Ministry would pick up the attendance sheets and update the attendance roster/database, according to the sheets.
- g. After completing the attendance database, the “Visitation & Attendance” Ministry would prepare an attendee/absent roster.
  1. The “Attendance & Visitation” Ministry would keep a roster, and make a copy.

The “Attendance & Visitation” Ministry would give the Elders and Minister a copy of the roster no later than Wednesday after a Sunday attendance have been taken.

**REFERENCES**

**Galatians 6:10**, “As we have therefore opportunity, let us do good unto all men, especially unto them who are of the household of faith.”

**2 Timothy 4:5**, “But watch thou in all things, endure afflictions, do the work of an evangelist, make full proof of thy ministry.”

**1 Peter 4:10-11**, “As every man hath received the gift, even so minister the same one to another, as good stewards of the manifold grace of God. If any man speak, let him speak as the oracles of God; if any man minister, let him do it as of the ability which God giveth: that God in all things may be glorified through Jesus Christ, to whom be praise and dominion for ever and ever. Amen.”

**1 John 3:18**, “My little children, let us not love in word, neither in tongue; but in deed and in truth.”