

MASTER PLAN OF FIRST HMONG ALLIANCE CHURCH

In order to determine a master plan for the church, the Governance Authority of 2012 met on January 2, and January 7, 2012 to discuss and define what and why the church exists. The Governance Authority asked the following questions in order to determine the primary objectives of the church.

1. What is God's purpose for First Hmong Alliance Church?
2. Why does First Hmong Alliance Church exist?
3. Why do we exist?
4. Why are we here?
5. What does God desire us to do?

The answers to the above questions tell the Governance Authority what the church exists for. These answers are God's purposes for His Church. These purposes are the primary objectives of the church. Therefore, First Hmong Alliance church exists for the following primary objectives:

1. First Hmong Alliance Church exists to glorify God.
2. First Hmong Alliance Church exists to edify the believers.
3. First Hmong Alliance Church exists to help the C&MA evangelize the world.
4. First Hmong Alliance Church exists to minister to the spiritual and physical needs of the members.

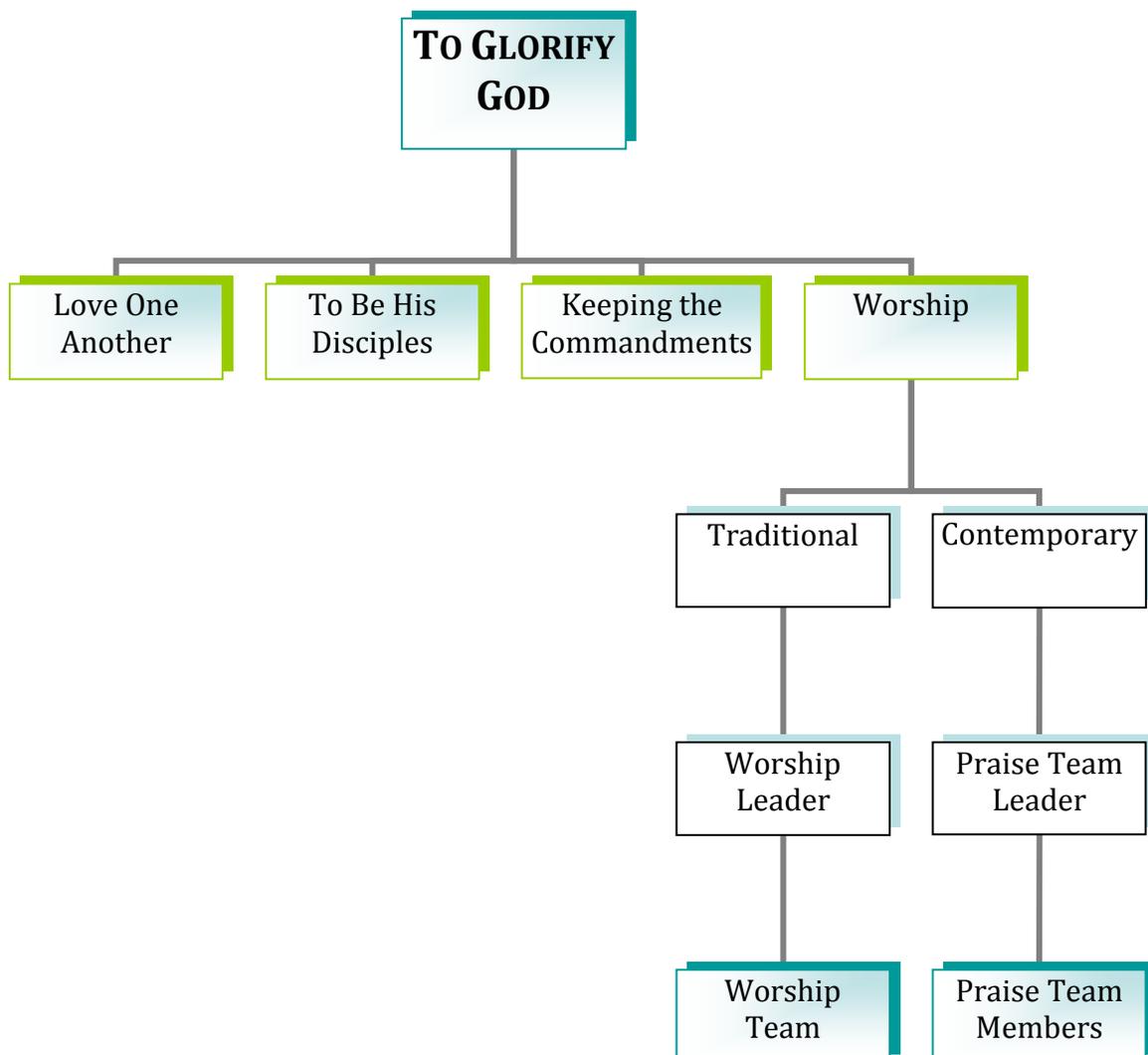
These primary objectives are perpetual. In order to accomplish these objectives, the Governance Authority has to develop them into secondary objectives. Whereas the primary objectives are the answers to the existence of the church, the secondary objectives are answers on how the church is going to accomplish or carry out the primary objectives. Secondary objectives are the church role in the fulfillment of God's purposes.

These secondary objectives must be practical and measurable. A practical and measurable objective must have a beginning, a doing and an ending. To do these effectively, the pastor and the Governance authority of First Hmong alliance Church will have to involve the members in every area of her ministries according to each member's gifts, talents and abilities. The church has to have things such as finance, equipments, and places in order to do them. Time also plays a very important role in achieving the objectives. Deadline has to be observed in order to effectively evaluate and measure the success of the work. Leadership is vital and crucial to the ministries of the church. Without leadership, the objectives will not go anywhere. Since church objectives are mostly spiritual in nature, faith is essential in every area of performance. However, the Holy Spirit is the one who oversees the operation of all secondary objectives.

FIRST PRIMARY OBJECTIVE

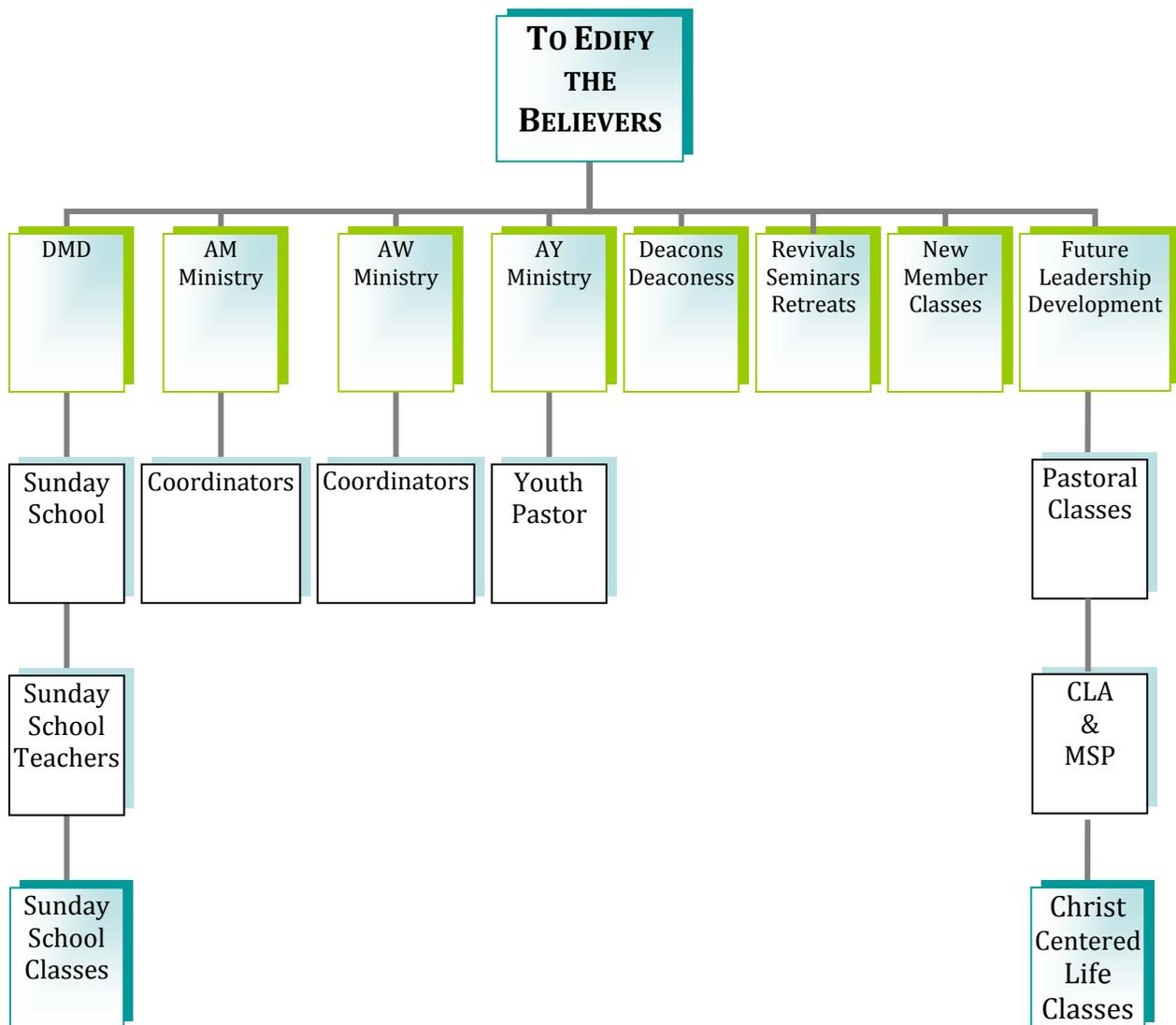
First Hmong Alliance Church exists to glorify God. How can the church glorify God who is the Creator-Redeemer? What could we do or offer Him that would give glory to Him? God's people cannot glorify Him in a way that He deserves. However, Jesus said in John 15:8 that, "By this is My Father glorified, that you bear much fruit, and so prove to be My disciples." Jesus said, "A new commandment I give to you, that you love one another, even as I have loved you, that you also love one another. By this all men will know that you are My disciples, if you have love for one another." (John 13:34-35) Man glorifies God through loving one another, being Jesus Christ's disciples, keeping His commandments and worshipping Him in spirit and in truth (John 4:23-24).

The best way First Hmong Alliance Church can give glory to God is to put this first primary objective into a chart and carry out the secondary objectives accordingly. It will take people, places, equipment, time, leaders and faith to worship God. Some of the secondary objectives can become primary objectives themselves because they need sub-objectives to support them.



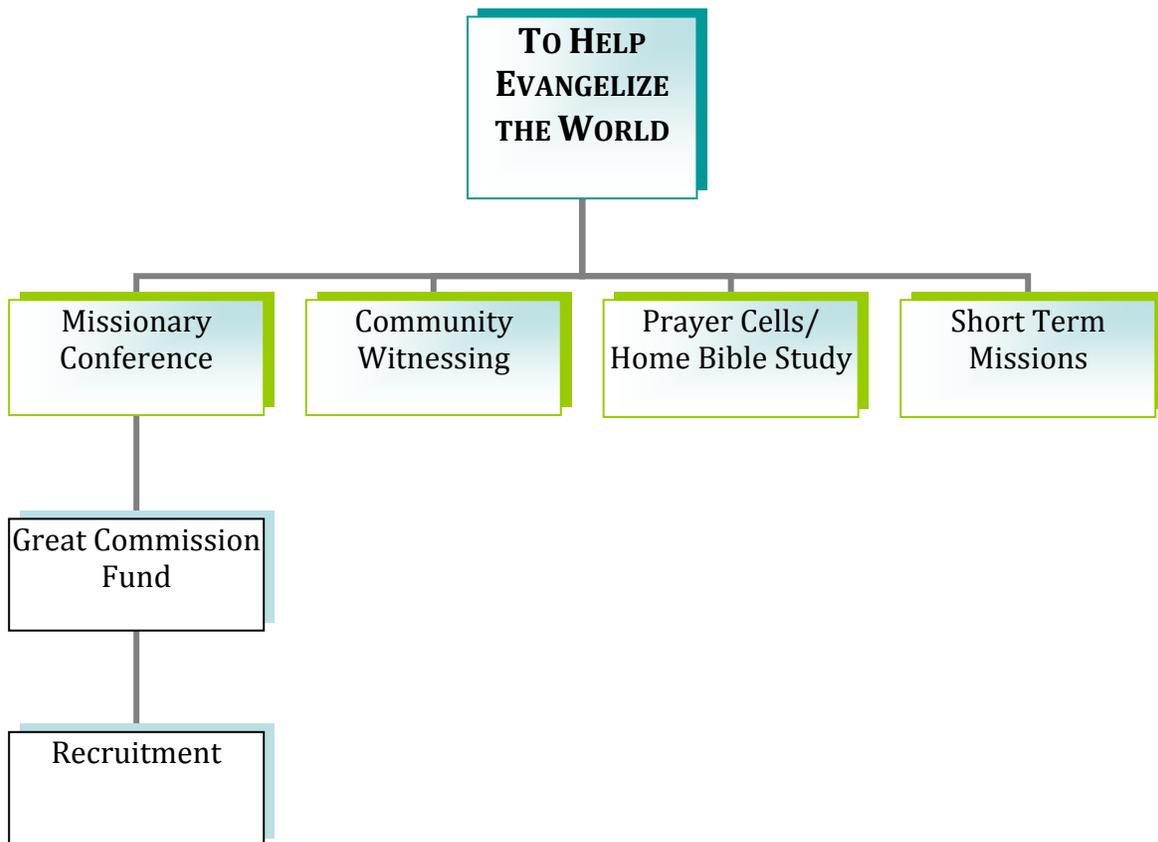
SECOND PRIMARY OBJECTIVE

First Hmong Alliance Church exists to edify the believers. The believers in the church, both members and adherents, need to be nurtured, to be taught the word of God, to be trained as leaders and to be disciplined in order to reach spiritual maturity. This is shepherding the flock of God (John 21:15-17; 1 Pet. 5:2-3; Acts 20:28; Matthew 28:20; Eph. 4:11-13; and 2 Tim. 2:2). The following chart illustrates how the second primary objective can be accomplished through the secondary objectives. Some of the secondary objectives are supported by sub-objectives. The Governance Authority and the pastoral staff oversee this second primary objective.



THIRD PRIMARY OBJECTIVE

First Hmong Alliance Church exists to help evangelize the world. This primary objective is based on Matthew 28:18-20 and Acts 1:8. The Governance Authority and the Senior Pastor shall be responsible to promote this primary objective. A missionary conference shall be held once a year according to the local Church constitution of The Christian and Missionary Alliance for the purpose of promoting missionary endeavor, great commission fund and for recruiting young people to pursue full time Christian ministries both at home and abroad.



THE FOURTH PRIMARY OBJECTIVE

First Hmong Alliance Church exists to minister to the spiritual and physical needs of the members. This objective is the pastoral ministries of the church. The pastoral staffs are the hired professionals who will perform and carry out these ministries. People see faith, doctrines and Christian life through the practice and performance of church ordinances, ceremonies and celebrations. The pastor is called to deliver these services to the members of the church. The Governance Authority and other departments and committees are voluntary lay leaders and workers who help the pastoral staffs. These ministries are vital and crucial for the life of the members of the church. These are the living and doing that demonstrates faith, hope and love. Neglecting these duties means putting out the light of the church (John 13:34-35; Acts 3:41-47; 1 Tim. 3:1-13).

The pastor is the servant leader, nurturer, protector, lover, and counselor of the people. He has to be among them, before them and behind them. His duties include serving, training, teaching, preaching, restoring, and reconciling, caring, directing, mentoring, visiting and setting examples for the members what a Christian life is all about.

Note: This master plan is based on the book, *Christian Leadership Development and Church growth*, by Peter G. Wiwcharuck, 1973, pp. 96-112.

