



Building Partnerships for the Great Commission

**REFOCUS TEAM
Proposal Document**

PURPOSE OF THE TEAM

The purpose of this 2024 ReFOCUS Team is to present a recommendation to the RVBA Board for how to practically implement the updated vision and mission statements (listed below) that were adopted in 2023.

- MISSION – Building partnerships for the Great Commission
- VISION – We want to see local churches partner together to give our Valley a glimpse of the Kingdom of God. We will do this by:
 - Shared Missions
 - Intentional Fellowship
 - Helping Churches Help Churches

We compiled this document to keep our thoughts and findings in one place as we gain a greater understanding of the scope of the RVBA, its history, health, dynamics, and goals. This has been helpful in giving us a better understanding of what steps the RVBA should take to move forward.

A QUESTION OF RELEVANCE

As we met, prayed, and discussed how to implement the vision and mission of the RVBA, the Team felt like we could not just simply address surface level steps to take. We sensed there were some deeper issues that needed to be wrestled with first. We needed to gain a better understanding and assessment of the entire organization. Our discussions and research led us to probing questions like:

- Is the RVBA still viewed as relevant and helpful to our member churches?
 - Are Pastors committed to the RVBA partnership and helping it flourish?
 - Are church members, especially those of younger generations, aware that the RVBA exists and why it exists? Do they see the impact of it?
 - Are churches participating in a meaningful way?
- Is the RVBA still relevant and impactful in terms of fulfilling the Great Commission?
 - Is the RVBA making a real and tangible difference in the Roanoke Valley?
 - Is their collaboration through the RVBA helping churches to make a bigger impact on missions together than they could do individually?
 - Is the RVBA adapting to reach the changing culture for Christ or just repeating mission projects of the past? If the RVBA ceased to exist today, would the community even notice?
- Is the RVBA making the changes necessary to be relevant in the future?
 - Is the RVBA making changes just to help the organization survive or are we taking bold steps to get in front of the changing times and thrive as a missions organization?
 - How can we help churches and ministries recognize the need to be a part of an association now and for the future?

RVBA OVERVIEW

History

On August 7, 1841, 38 messengers from 17 churches met at Zion Hill Baptist Church to form the Valley Baptist Association. The following resolution was approved: "Though this association was formed with the view of advancing the truth within its own bounds and the state, yet Resolved, that the spread of the Gospel shall not be limited to our own region but that we shall use our best efforts to reach every part of the world."

Organization Structure

Articles of Incorporation, By-Laws, Policies, Committee Descriptions, Job Descriptions, etc
<https://drive.google.com/file/d/1Ci6NDqE52X82XlvypymjltkkUBTMTjHK/view?usp=sharing>

RVBA Member Churches and Missions

The membership of RVBA shall be composed of cooperating Baptist Churches and Missions that are of like faith and practice. Member churches shall be committed to cooperation with the other member churches in carrying forth the mission and ministry of the RVBA through financial support and personal involvement. Churches are to be received into membership or dismissed from membership in accordance with the approved guidelines.

Current Board Members

List of board members, their terms, and how the board is elected.

Interim AMS	Scott Hamilton (Oakland) –	by position
Clerk	Susan Bandy (Ridgewood) -	by position
Treasurer	Sandy Sloane (Melrose) -	by position
Moderator	Jeff Ritchey (Troutville) -	by position
Vice Moderator	Vacant	by position

Pastors-at-Large

Danny Quirin (Mill Creek) – nominated and voted

Mark Mofield (Melrose) – nominated and voted

Financial Snapshot

The RVBA has \$1 million +/- in total assets. These finances could allow for some bold moves in missionary activity for the Kingdom, but they could also allow for apathy as the RVBA could just simply use these funds to keep the organization alive for another few decades without having to actually be healthy and growing.

Recommendation of ReFOCUS Team

This is a three-year plan to guide our RVBA member churches toward greater health and greater collaboration for a greater missionary impact. To accomplish this, we will need to update our organizational structure, our goals, and how we function. This process will be championed by the AMS.

The RVBA as a group will focus on planting churches, replanting, and revitalization of existing churches and supporting these churches with a 3–5 year commitment to support financially, prayerfully, resources, and with manpower to reach their community with the Gospel and begin to make disciples and grow the church.

COOPERATE AND COMMIT

- Get input on a bold 3-year plan, focused on missions, from the RVBA Board and Staff.
- Get input on the 3-year plan, over the course of 3 months, from group of our pastors.
- Identify a clear way to apply the vision with strategies and goals for the next three years.
- Agree to modify the structure of the organization to be more effective. This means updating the bylaws and the policies.
- Ask for a 3-year commitment/involvement from these key pastors/churches.
- Ask each member church to appoint a 'champion' from their church who will be their point person with the RVBA and bring regular updates to the church family.
- RVBA staff will understand and agree with the 3-year timeframe and will have clear quarterly goals to accomplish. Staff will provide monthly updates to the Board on what steps they are taking to accomplish the goals set in mind.
- This phase will help to clarify which churches consider themselves to be member churches and which ones are still unnecessarily on the roll.

COLLABORATE IN CLUSTERS

Instead of having everything so centralized, the Association will operate more like a network.

- Partner all our member churches/pastors up into smaller cohorts. These will be based partly on geography but mostly on calling and mission.
- This will make these gospel partnerships quicker and more focused with deeper fellowship.
- Have these pastors meet monthly in their separate cohorts for the first three months to iron out the focus of their group. After that, each pastor could have their 'champion' from their church attend the meeting in their place if they choose.
- The AMS will communicate with these individual cohorts to encourage and resource them as needed.
- Each cohort will choose a bold mission goal to focus on together for 3 years. See bottom of the chart below for examples.
- The RVBA will provide finances and resources to each cohort to help them accomplish their missions goal in the allotted time frame. Expenses that go above what the RVBA can supply will be provided by the churches.

CHURCH COHORT EXAMPLES				
Cluster #1	Cluster #2	Cluster #3	Cluster #4	Cluster #5
Baptist Church A	Baptist Church A	Baptist Church A	Baptist Church A	Baptist Church A
Baptist Church B	Baptist Church B	Baptist Church B	Baptist Church B	Baptist Church B
Baptist Church C	Baptist Church C	Baptist Church C	Baptist Church C	Baptist Church C
Baptist Church D	Baptist Church D	Baptist Church D	Baptist Church D	Baptist Church D
Baptist Church E	Baptist Church E	Baptist Church E	Baptist Church E	Baptist Church E
Group Mission Project TBD	Group Mission Project TBD	Plant a Hispanic Church	Complete a Revitalization Course	Group Mission Project TBD

COMMIT AND COLLABORATE

- With a 3-year commitment from each church and pastor to the RVBA and your cohort, significant funding will be distributed for approved collective projects that churches work together to complete. Once the projects are determined, each pastor will have an opportunity to prayerfully consider and decide which cohort fits the strengths and mission of their congregation.
- Goals will be established and tracked with the purpose of growing the Kingdom through church plants, shared evangelism and discipleship implementation, shared property, and intentional local, domestic, and international projects.
- Each cohort will have a time of celebration and praise for the work that God is accomplishing through their collaborative efforts as a team.

COMMUNICATE AND CELEBRATE

- Refresh RVBA communication through email, texting, social media, and website, to be totally current with today's practices.
- Focus the information in the newsletter and others communications on our top goals. When we report on everything, the main stuff gets lost in the shuffle.
- Communicate and celebrate the wins of each cohort with the Network as a whole.
- Have pastors and 'champions' write articles and updates for RVBA communications.