



Martin Luther King, Jr. Memorial Baptist Church

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Saturday, June 13, 2026

10:00-2:00pm

“God appoints leaders not by title but by transformed hearts.” – J. Oswald Sanders

But Jesus called them to Him and said, “You know that the rulers of the Gentiles lord it over them, and their great ones exercise authority over them. It shall not be so among you. But

whoever would be great among you must be your servant, and whoever would be first among you must be your slave, even as the Son of Man came not to be served but to serve, and to give His life as a ransom for many.” Matthew 20:25-28

MLK 2026 Leadership Gathering
Reverend Dr. Linda Smith, Senior Pastor

Objectives:

- **Establish common goals and align with vision and mission.**
- **Ensure alignment of administrative/ operational processes.**
- **Create Collaborative Teamwork**
- **Communicate effectively and share information.**

Total Duration: 150 minutes – 10:00am-2:00pm

Time	Agenda	Point
10:00am	Breakfast and Welcome Opening Remarks: Grounding Reflection Scripture: <i>Matthew 20:25-28</i> Prayer Brief introduction and purpose of the session. ➤ Vision and Mission ➤ Stewardship ➤ Ministry ➤ Strategic Plan ➤ Unity and Spiritual Connection ➤ Funding and Building Process ➤ Shared Values ➤ Commitment for 2026-2027	

	Vision and Misson of the Church – Luke 4:18-19- Reflection on Vision and Mission Review the Vision and Mission of the Church – Choose one of the areas of the Reflection question, reflect and note your response and one person respond.	
	Stewardship- Matthew 25:14–30 — Reflection on Stewardship and Leadership Reflect on the questions noted in the section in the Appendix. Ministry – Luke 4: 18-19 Luke 4:18-19 (NKIV) ¹⁸“The Spirit of the Lord is on me, because he has anointed me to proclaim good news to the poor. He has sent me to proclaim freedom for the prisoners and recovery of sight for the blind, to set the oppressed free,¹⁹ to proclaim the year of the Lord’s favor.” Reflection – Reflect on the questions noted in the section in the Appendix.	
	Strategic Plan- Luke 14:28 - “For which of you, intending to build a tower, does not sit down first and count the cost, whether he has enough to finish it?” Reflect on the questions noted in the section in the Appendix. Unity and Spiritual Connection – Acts 1:12-26 Reflection: Acts 1:12-26 • How was unity displayed among the disciples?	

	• How do you define Unity within the Body of Christ? • What ways can we work to strengthen the sense of Unity, Prayer, Study and Faith within ourselves, within the Faith Community? in advancing the Kingdom of God? Closing (10 minutes)	
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MISSION AND VISION



VISION

To be a place where discipleship, fellowship, relationships, and stewardship are the key tenets of the church, built on the first foundation of faith in God, inspired by the Holy Spirit, and empowered by the incarnate power of Jesus Christ.



MISSION

To **REVIVE** lives through the power of the Word, Spirit and the mission of Jesus Christ in transforming the world through acts of justice, mercy, peace and love.

R.E.V.I.V.E.



Reimagining
a new church



Equipping
the Saints



Visioning
for the future



Inspiring
through the
Power of the
Holy Spirit



Valuing
Lives of Faith



Evangelizing
and Ministering
to the World

CORE VALUES



REIMAGINING A NEW CHURCH: *Revelation 21:5a.* "I am doing a new thing." God is always doing something new. We are committed to creating a worship environment that embraces the new things God is doing in our midst (Rev. 21:1). We are dedicated to developing relationships and fellowship with one another, our neighbors, and God and to the movement of God taking us to new levels in furthering His kingdom.



EQUIPPING THE SAINTS: *Colossians 3:16.* "Let the message of Christ dwell among you richly, as you teach and admonish one another with all wisdom... singing to God with gratitude in your hearts." We are committed to equipping the beloved of God with necessary skills, training and guidance in ministry and evangelism through studying the Word. We aim to create a learning environment that meets the times in which we live and to be the hands and feet of Christ Jesus in a compassionate way to all we encounter.



VISIONING FOR THE FUTURE: *2 Corinthians 4:18.* "As we look not to the things that are seen but to the things that are unseen. For the things that are seen are transient, but the things that are unseen are eternal." We seek to move forward in a way that exemplifies the greatest love of God in advancing the mission of Jesus.



INSPIRING THROUGH THE POWER OF THE HOLY SPIRIT: *John 14:16.* "And I will ask the Father, and He will give you another Helper, to be with you forever." We aim to guide and direct disciples toward dependence on the power of the Holy Spirit.



VALUING LIVES OF FAITH: *Luke 1:37.* "For nothing will be impossible with God." We are a people of faith, committed to strengthening our faith through circles of trust, storytelling, and spiritual disciplines such as confession, prayer, meditation, preaching and worship.



EVANGELIZING AND MINISTERING TO THE WORLD: *Mark 16:15.* "And He said to them, Go into all the world and proclaim the Gospel to the whole creation." We are committed to being obedient to the mandate of the Great Commission (Mark 16:15 and Luke 4:18-19).



Engagement and Development Plan:

A strong strategic plan reflects deep discussion and engagement across many levels and types of relationships and stakeholders. This is a fluid document and is subject to modification on an ongoing basis.

GUIDING PRINCIPLES OF THE CORE VALUES:

Reimagining a New Church

- Promote a worship environment that embraces the Love of God.
- Facilitate the development of relationships and fellowship through engagement of all.
- Embrace the new things and ways that the Spirit is inviting us to move toward.
- Continually discern in unity the new ways God is moving us forward.
- Respond to the various generational differences in developing ministries that include Boomers, Gen X, Millennials, Gen Z, and Gen Alpha.
- Develop and maintain unity within the church by working together and valuing the gifts of each.
- Commit to engaging the whole church in time, talent, and treasure.

Equipping the Saints:

- Ensure that leaders are professionally trained to teach appropriately.
- Provide diverse opportunities for disciples through equipping, learning, training, and skill-building.
- Engage in spiritual devotion (Bible reading and spiritual reflection) at the opening of all meetings/studies.
- Promote holistic learning and training in all ministries and leadership positions.
- Encourage active participation of all leaders in Bible studies, spiritual discernment, and prayer.
- Train all leaders to implement the mission and professionally train disciples.
- Promote compassionate care ministry to reach outside the walls of the church.

Visioning to Engage the Whole of Ministry:

- Promote the vision of the church by ensuring that all ministries are aligned and engaged.
- Promote the financial stability of the church by encouraging regular giving from all disciples.

- Promote and integrate the key tenets of faith, love, grace, mercy, justice, and the Holy Spirit.
- Build connections with marginalized communities in accordance with the mandate of the Holy Scriptures and social issues of our times.

Inspiring through the Power of the Holy Spirit:

- Encourage and promote spiritual growth through discernment of all disciples.
- Teach disciples how to discern and identify their spiritual gifts.
- Promote the use of spiritual gifts for the edification of the church.
- Teach disciples how to access gifts of wisdom.
- Build community faith through prayer.

Valuing Lives of Faith:

- Promote faith-building through small circles of trust and storytelling.
- Encourage all disciples in private confession, prayer, meditation, and gathering for worship and fellowship.
- Create opportunities for testimonies at various worship services.

Evangelizing and Ministering to the World:

- Conduct and promote community outreach in all components of ministry.
- Prioritize witnessing and ministries as key components of building the church.
- Provide opportunities for community outreach and walk-throughs for the congregation at least three times a year.
- Train disciples in proper evangelism and ministry.

REVIVE – Vision and Mission Reflection Questions

R — Reimagining a New Church

Revelation 21:5 — “I am doing a new thing.”

1. Where do we see God already doing “a new thing” in our congregation, and how are we responding to it?
2. What traditions or practices are life-giving and should remain, and what practices may need to be released so we can move forward?
3. How well are we creating a worship environment that embraces the love of God for all generations?
4. In what ways are we intentionally building relationships across Boomers, Gen X, Millennials, Gen Z, and Gen Alpha?
5. What barriers—spiritual, cultural, or organizational—are preventing us from fully embracing the new direction of the Holy Spirit?
6. How are we discerning together, in unity, the next steps God is calling us to take?

E — Equipping the Saints

Colossians 3:16 — “Let the message of Christ dwell among you richly...”

1. Are our leaders spiritually and professionally equipped to teach, guide, and disciple others with wisdom and compassion?
2. How consistently are we integrating Scripture, prayer, and spiritual reflection into our meetings, ministries, and leadership rhythms?
3. What new skills or training do our disciples need to effectively serve in today’s ministry context?
4. How are we nurturing a culture of lifelong learning, spiritual growth, and ministry readiness?
5. In what ways are we equipping disciples to be the hands and feet of Christ beyond the walls of the church?
6. How do we ensure that every ministry leader is aligned with the mission and equipped to carry it out?

V — Visioning for the Future

2 Corinthians 4:18 — “We look not to the things that are seen...”

1. How clearly do our ministries reflect the long-term vision God has given this church?
2. What unseen possibilities is God calling us to pursue that require faith, courage, and sacrifice?

3. How aligned are our ministries with the mission of Jesus—love, grace, mercy, justice, and the Holy Spirit?
4. What steps must we take to strengthen the financial stability and stewardship culture of the church?
5. How are we building meaningful connections with marginalized communities in ways that honor Scripture and social realities?
6. What does it look like for us to lead with eternal perspective rather than temporary concerns?

I — Inspiring Through the Power of the Holy Spirit

John 14:16 — “He will give you another Helper...”

1. How are we teaching disciples to recognize, trust, and depend on the Holy Spirit in daily life?
2. What practices are we using to help people discern their spiritual gifts—and are they effective?
3. How are we creating space for the Spirit to move freely in worship, prayer, and ministry?
4. In what ways are we encouraging the use of spiritual gifts for the edification of the church?
5. How are we cultivating a culture of prayer that strengthens community faith?
6. Where might we be relying on human strength instead of the Spirit’s power?

V — Valuing Lives of Faith

Luke 1:37 — “For nothing will be impossible with God.”

1. How are we intentionally building circles of trust, storytelling, and spiritual connection among disciples?
2. What opportunities are we providing for confession, prayer, meditation, and worship that deepen faith?
3. How are we honoring the diverse faith journeys and testimonies within our congregation?
4. In what ways are we nurturing a culture where every disciple feels seen, valued, and spiritually supported?
5. How are we encouraging testimonies and faith-sharing as part of worship and community life?
6. What practices help us strengthen faith during seasons of challenge, uncertainty, or transition?

E — Evangelizing and Ministering to the World

Mark 16:15 — “Go into all the world and proclaim the gospel...”

1. How effectively are we engaging in community outreach that reflects the compassion and mission of Jesus?
2. What does faithful, Spirit-led evangelism look like in our current cultural and generational context?
3. How are we preparing disciples to witness with confidence, humility, and love?
4. Are we consistently providing opportunities for the congregation to serve, walk through the community, and build relationships?
5. How do our ministries reflect justice, mercy, peace, and love in practical, transformative ways?
6. What partnerships or community connections is God inviting us to strengthen or initiate?

Leadership Integration Questions (Cross-Cutting)

These help leaders connect the entire REVIVE framework:

1. Which REVIVE pillar is strongest in our church right now, and which needs intentional strengthening?
2. How do our current ministries reflect the mission to revive lives through Word, Spirit, justice, mercy, peace, and love?
3. What systems, structures, or habits must shift to fully embody the REVIVE vision?
4. How are we measuring spiritual growth, discipleship, and community impact—not just activity?
5. What does a “revived church” look like in our context, and how will we know we are becoming it?

Stewardship and Leadership

“For it will be like a man going on a journey, who called his servants[a] and entrusted to them his property. 15 To one he gave five talents,[b] to another two, to another one, to each according to his ability. Then he went away. 16 He who had received the five talents went at once and traded with them, and he made five talents more. 17 So also he who had the two talents made two talents more. 18 But he who had received the one talent went and dug in the ground and hid his master's money. 19 Now after a long time the master of those servants came and settled accounts with them. 20 And he who had received the five talents came forward, bringing five talents more, saying, ‘Master, you delivered to me five talents; here, I have made five talents more.’ 21 His master said to him, ‘Well done, good and faithful servant.[c] You have been faithful over a little; I will set you over much. Enter into the joy of your master.’ 22 And he also who had the two talents came forward, saying, ‘Master, you delivered to me two talents; here, I have made two talents more.’ 23 His master said to him, ‘Well done, good and faithful servant. You have been faithful over a little; I will set you over much. Enter into the joy of your master.’ 24 He also who had received the one talent came forward, saying, ‘Master, I knew you to be a hard man, reaping where you did not sow, and gathering where you scattered no seed, 25 so I was afraid, and I went and hid your talent in the ground. Here, you have what is yours.’ 26 But his master answered him, ‘You wicked and slothful servant! You knew that I reap where I have not sown and gather where I scattered no seed? 27 Then you ought to have invested my money with the bankers, and at my coming I should have received what was my own with interest. 28 So take the talent from him and give it to him who has the ten talents. 29 For to everyone who has will more be given, and he will have an abundance. But from the one who has not, even what he has will be taken away. 30 And cast the worthless servant into the outer darkness. In that place there will be weeping and gnashing of teeth.’ ***Matthew 25:14–30***)

Principles Stewardship and Our Responsibility as Leaders in the Church

Matthew 25:14–30 — The Parable of the Talents

The Parable of the Talents is not merely a story about money; it is a revelation about **trust, responsibility, accountability, and the heart of leadership** in God’s kingdom. Jesus tells this parable to remind His disciples—and every leader who would follow—that stewardship is not optional. It is the very fabric of our calling.

1. God Entrusts Leaders With What Belongs to Him

The master “*entrusted to them his property.*”

Nothing in our hands—our influence, our gifts, our ministries, our people, our resources—belongs to us. Leadership begins with the humility to recognize that we are **managers, not owners**. God places His work in our hands according to our ability, not to burden us, but because He sees capacity in us that we often overlook.

2. Faithful Leaders Act, They Don’t Hide

The first two servants “went at once” and put the talents to work.

Faithful stewardship is marked by **movement, courage, and intentionality**.

Leaders do not wait for perfect conditions. They do not bury opportunities out of fear. They step into the assignment with trust that God multiplies what we surrender. The third servant hid his talent because he was afraid. Fear is one of the greatest enemies of spiritual leadership. Fear buries gifts. Fear stalls ministries. Fear convinces leaders to protect instead of invest, to maintain instead of multiply.

3. God Expects Increase, Not Preservation- The master’s response is striking. He does not applaud the servant for keeping the talent safe. He calls him “wicked and slothful.” Why? Because **God expects fruitfulness**. He expects leaders to grow what He gives—people, ministries, vision, resources, influence. The kingdom is not maintained; it is advanced. Leaders are not called to bury potential but to cultivate it.

4. Faithfulness Is Measured by What We Do With What We Have

The master celebrates the first two servants with the same words, even though their amounts were different: **“Well done, good and faithful servant... You have been faithful over a little; I will set you over much.”**

God does not compare leaders to one another. He measures faithfulness, not volume. He rewards obedience, not visibility. He honors stewardship, not status.

5. Leadership Will Always Include Accountability

“After a long time the master returned and settled accounts.”

Every leader will one day give an account—not to a board, not to a congregation, but to God Himself. This accountability is not meant to intimidate us but to anchor us. It reminds us that leadership is sacred work. It keeps our motives pure and our hearts aligned with God’s mission.

6. The Joy of the Master Is the Reward of Faithful Leadership

“Enter into the joy of your master. “The reward for stewardship is not applause, position, or earthly success. It is **joy**—the deep, eternal joy of knowing we pleased God, served well, and multiplied what He placed in our hands.

A Word to Today’s Church Leaders

In a world that often measures leadership by charisma, numbers, or influence, Jesus calls us back to the heart of stewardship:

- Be faithful with what you have.
- Be courageous with what God entrusted.
- Be accountable to the One who called you.
- Be fruitful, not fearful.
- Be ready to give God a return on His investment in you.

The Parable of the Talents reminds us that leadership is not about holding on—it is about pouring out. Not about hiding—it is about multiplying. Not about fear—it is about faith. May we be the kind of leaders who hear the words every servant longs for: **“Well done, good and faithful servant**

Reflection for Church Leaders

Based on the Parable of the Talents (Matthew 25:14–30)

1. God Entrusts Leaders With What Belongs to Him

Reflection Questions:

- What has God entrusted to me—people, gifts, influence, responsibilities—that I may be treating as my own rather than His?
- In what areas of leadership do I need to shift from ownership to stewardship?
- How aware am I of the weight and privilege of being entrusted with God’s work?

2. Faithful Leaders Act, They Don’t Hide

Reflection Questions:

- Where am I moving boldly in obedience, and where am I hesitating out of fear?
- What “talent” or assignment have I buried because it felt too risky, too heavy, or too unfamiliar?
- What would it look like for me to “go at once” in this season of leadership?

3. God Expects Increase, Not Preservation

Reflection Questions:

- Am I maintaining ministry or multiplying ministry?
- What systems, people, or opportunities need intentional investment from me right now?
- Where have I settled for preservation instead of pursuing growth?

4. Faithfulness Is Measured by What We Do With What We Have

Reflection Questions:

- Am I comparing my gifts or ministry to others, or am I being faithful with what God placed in my hands?
- What “little” has God asked me to steward that I have overlooked or undervalued?
- How can I practice greater consistency, discipline, and faithfulness in my current assignment?

5. Leadership Will Always Include Accountability

Reflection Questions:

- If God were to “settle accounts” with me today, what would I joyfully present—and what would I regret?
- Who in my life holds me spiritually and ethically accountable as a leader?
- What habits or practices help keep my motives pure and my leadership aligned with God’s mission?

6. The Joy of the Master Is the Reward of Faithful Leadership

Reflection Questions:

- Am I leading for applause, affirmation, or outcomes—or for the joy of the Master?
- What steals my joy in leadership, and what restores it?
- How can I cultivate a leadership life that ends with “Well done, good and faithful servant”?

A Personal Reflection for Church Leaders

The Parable of the Talents — Matthew 25:14–30

1. God Entrusts Leaders With What Belongs to Him

Everything in our hands—people, ministries, influence, resources—belongs to God. Leadership begins with humility and the awareness that we are managers, not owners.

Reflection Questions:

- What has God entrusted to me that I may be treating as my own?
- Where do I need to shift from ownership to stewardship?
- How aware am I of the sacred responsibility of what God has placed in my hands?

2. Faithful Leaders Act, They Don't Hide

The faithful servants “went at once.” Faithful leadership requires courage, movement, and obedience. Fear buries gifts; faith multiplies them.

Reflection Questions:

- Where am I acting boldly, and where am I hesitating out of fear?
- What assignment have I buried because it felt too risky or overwhelming?
- What would it look like for me to “go at once” in this season?

3. God Expects Increase, Not Preservation

The master did not reward the servant who preserved—only those who multiplied. God expects growth, fruitfulness, and intentional investment.

Reflection Questions:

4. Faithfulness Is Measured by What We Do With What We Have

- Am I maintaining ministry or multiplying ministry?
- What people, systems, or opportunities need investment from me right now?
- Where have I settled for preservation instead of pursuing growth?

God does not compare leaders to one another. He rewards faithfulness, not volume; obedience, not visibility.

Reflection Questions:

- Am I comparing my gifts or ministry to others?
- What “little” has God asked me to steward that I have overlooked?
- How can I practice greater consistency and faithfulness in my current assignment?

5. Leadership Includes Accountability

The master “settled accounts.” Every leader will give an account to God—not for what we wished we had, but for what we actually had.

Reflection Questions:

- If God settled accounts with me today, what would I joyfully present?
- Who holds me spiritually and ethically accountable?
- What practices help keep my motives pure and my leadership aligned with God’s mission?

6. The Joy of the Master Is the Reward of Faithful Leadership

“Well done, good and faithful servant... enter into the joy of your master.” The true reward of leadership is not applause—it is God’s joy.

Reflection Questions:

- Am I leading for applause or for the joy of the Master?
- What steals my joy in leadership, and what restores it?
- How can I cultivate a leadership life that ends with “Well done”?

Closing Charge for Leaders

Stewardship is not about holding on—it is about pouring out. Not about hiding—it is about multiplying. Not about fear—it is about faith. May we be leaders who honor God with every talent entrusted to us.

MINISTRY: A WORKING DEFINITION FOR CHURCH LEADERSHIP

What Ministry Is

Ministry is the Spirit-empowered work of serving God by serving people, using God-given gifts to advance the mission of Jesus Christ in the Church and in the world.

It is the practical expression of the Church's calling to continue Christ's work—proclaiming the gospel, nurturing believers, healing the broken, and engaging the community with compassion and justice.

Biblical Foundation

Ministry is rooted in:

- **The Example of Jesus** — “The Son of Man did not come to be served, but to serve.” Mark 10:45
- **The Great Commandment** — Love God and neighbor. Matthew 22: 37-39.
- **The Great Commission** — Make disciples, teach, baptize, and form believers. Matthew 28:16-20
- **The Gifts of the Spirit** — Equipping every believer for service (Ephesians 4:11–13).

Core Dimensions of Ministry

1. Ministry to God — Worship

Honoring God through praise, prayer, obedience, and devotion.

2. Ministry to the Church — Edification

Teaching, shepherding, discipling, encouraging, and equipping believers for spiritual maturity.

3. Ministry to the World — Mission & Justice

Evangelism, compassion, advocacy, community uplift, and the pursuit of justice and healing.

Characteristics of True Ministry

- **Service** — Meeting spiritual, emotional, and practical needs.
- **Calling** — Rooted in God’s purpose, not personal ambition.
- **Stewardship** — Faithfully using gifts, time, and resources for God’s glory.
- **Collaboration** — Ministry is shared; no one serves alone.
- **Accountability** — Ministry is exercised under spiritual, ethical, and organizational oversight.
- **Fruitfulness** — Ministry aims for transformation, not activity alone.

Leadership Summary Statement

Ministry is the faithful, Spirit-led service of God’s people that builds up the Church, blesses the community, and advances the mission of Christ.

How Ministries Fit Within the Life, Mission, and Structure of the Church

1. Christ at the Center

All ministry flows from:

- The **Lordship of Jesus Christ**
- The **Great Commandment**
- The **Great Commission**
- The **empowering work of the Holy Spirit**

This is the theological and spiritual core.

2. The Church’s Mission

Everything the church does aligns with three biblical mandates:

A. Worship (Ministry to God)

- Worship & Arts
- Prayer & Intercession
- Liturgical Ministries
- Spiritual Formation

B. Edification (Ministry to the Church)

- Christian Education
- Discipleship Pathways
- Pastoral Care
- Leadership Development
- Youth & Children's Ministry
- Small Groups / Life Groups

C. Mission & Justice (Ministry to the World)

- Evangelism & Outreach
- Community Engagement
- Social Justice & Advocacy
- Benevolence & Compassion Care
- Missions & Global Partnerships

These three pillars form the **biblical architecture** of ministry.

3. Organizational Structure

A. Senior Leadership

- Senior Pastor
- Executive Leadership / Diaconate/Trustees
- Ministry Directors

B. Ministry Departments

Each ministry sits under one of the three mission pillars:

Worship	Edification	Mission & Justice
Worship & Arts	Christian Education	Outreach & Evangelism
Prayer	Pastoral Care	Community Partnerships
Liturgical Teams	Youth & Children	Justice & Advocacy
Tech & Media	Leadership Development	Benevolence

5. Leadership Accountability

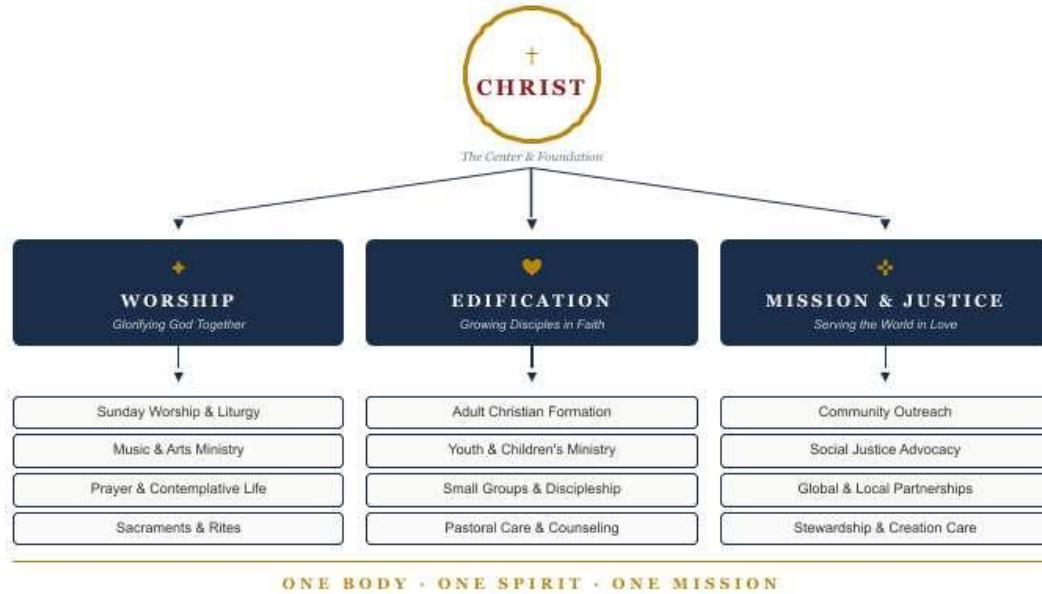
Every ministry is accountable to:

- **Biblical standards**
- **Church mission**
- **Pastoral oversight**
- **Organizational governance**
- **Fruitfulness and impact**

Ministry Framework

Rooted in Christ · Expressed Through Community

*"From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work."
— Ephesians 4:16 (NIV)*



KEY PRINCIPLES

- **Christ-Centered:** All ministry flows from and returns to Christ. He is the head from whom all purpose, power, and direction originate.
- **Incarnational:** We meet people where they are, as Christ did. Ministry is embodied presence, not distant programs.
- **Interdependent:** Each pillar strengthens and supports the others. No ministry exists in isolation from the whole body.
- **Accountable:** Ministry is evaluated against gospel fruitfulness, faithful stewardship, and Christ-like transformation.

Approved by Church Council

Signature: _____

Revised: _____

Date: _____

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Made by Copilot

2026 Stewardship, Strategic, Capital Campaign, and Engagement Plan: The 2026 Stewardship, Strategic, Capital Campaign, and Engagement Plan presents an integrated framework for advancing the church’s mission, strengthening organizational capacity, and expanding its impact within both the congregation and the broader community. The plan establishes strategic priorities in the areas of facility expansion and improvement, financial stewardship, evangelism, spiritual formation, leadership development, community engagement, and ministry investment for children, youth, and young adults. It further underscores the importance of disciplined financial growth through increased giving, sustained capital campaign support, and expanded external funding opportunities, while also emphasizing enhanced communication systems, administrative effectiveness, and outreach partnerships through the REVIVE Engagement and Outreach Resources Center. Collectively, this plan provides a clear and purposeful direction for responsible growth, deeper discipleship, stronger ministry infrastructure, and long-term sustainability in service of the church’s vision and calling. The 2026 plan is a **growth and renewal strategy** centered on:

- **expanding ministry capacity**
- **deepening spiritual life**
- **strengthening finances**
- **engaging the community**
- **investing in youth and future leadership**
- **building systems for long-term effectiveness**

Key Priorities

1. Church Improvement and Expansion

The plan emphasizes expanding and upgrading church facilities to better support evangelism, outreach, youth ministries, education, and community development. This includes work connected to the Vinson Center and the Martin Luther King Jr. Community Development and Housing initiative.

2. Financial Stewardship and Capital Campaign

A major goal is to strengthen financial health by increasing tithes and offerings by 15%, continuing the capital campaign with a target of **\$100,000 annually**, organizing funds more effectively, and pursuing grants and other outside funding sources.

3. Evangelism and Community Outreach

The church plans to continue and expand outreach through community events such as Juneteenth and Renton River Days, hold Family and Friends Day events, conduct community walk-throughs, and use mailing, texting, and other communication methods to connect with the wider community.

4. Spiritual Development and Christian Education

The plan calls for revivals, retreats, leadership training, Bible study, prayer, and spiritual formation across the church. It also includes workshops on topics such as mental health, domestic abuse awareness, health equity, economic empowerment, and African American history.

5. Engagement and Resource Support

Through the **REVIVE Engagement and Outreach Resources Center**, the church intends to hold outreach and resource fairs, build stronger partnerships with agencies, and continue serving the community through support efforts like the Margie Williams Helping Hand Center.

6. Youth and Young Adult Ministry

The plan prioritizes weekly worship, spiritual studies, discipleship, leadership development, and ministry opportunities for children, youth, and young adults. It aims to nurture faith formation while actively involving younger members in church life.

7. Internal Administration and Communication

The church also plans to improve administrative procedures, leadership development, safety practices, and communications systems. This includes upgrading virtual worship capabilities, strengthening social media and website presence, and making communication more accessible across generations.

Church Improvement & Expansion Discussion Prompts

- How will expanded or improved facilities directly support evangelism, youth ministries, education, and community development in 2026?
- What building improvements are most urgent, and how will leadership prioritize them responsibly?
- How can the church ensure that expansion plans remain aligned with ministry purpose rather than only physical growth?
- What partnerships, planning steps, or resources are needed to advance the Martin Luther King Jr. Community Development initiative and Housing Institute?

Financial Stewardship Discussion Prompts

- What strategies will help the church achieve a 15% increase in tithes and offerings while teaching stewardship with integrity and clarity?
- How will the capital campaign be communicated so that members understand both the vision and the financial expectations?
- What systems are needed to ensure that church funds are managed, assigned, and reported in a transparent and accountable manner?
- Which grant opportunities or external funding sources best align with the church's mission and long-term priorities?

Evangelism Discussion Prompts

- How can community events such as Juneteenth and Renton River Days be used more intentionally to strengthen awareness of the church and its witness?
- What outcomes should leadership hope to see from Family and Friends Day events and community walk-throughs?
- How can mailing, text outreach, and other communication methods be coordinated to reach people consistently and meaningfully?
- In what ways can evangelism efforts reflect both invitation to worship and authentic service to the surrounding community?

Spiritual Development & Christian Education

- How will the church measure whether revival, retreats, Bible study, and leadership development are deepening spiritual maturity across the congregation?

- What support do leaders need in order to model prayer, Scripture, and spiritual reflection consistently?
- Which workshops or training topics are most needed for this season of ministry, and how will they be selected?
- How can devotion, prayer, and reflection remain meaningful practices in meetings rather than routine obligations?

REVIVE Engagement and Outreach Resources Center

- What specific community needs should the REVIVE Center address most directly in 2026?
- How will outreach fairs and resource partnerships be evaluated for effectiveness and long-term value?
- What relationships with agencies, ministries, and community partners should be strengthened or newly established?
- How can the church ensure that the work of the REVIVE Center remains both compassionate and sustainable?

RISE Youth Ministry

- How will weekly worship, spiritual study, and discipleship be structured to engage youth consistently and effectively?
- What opportunities can be created to help children and youth grow spiritually while actively serving in ministry?
- How will the church identify and develop the gifts, leadership potential, and faith formation of young people?
- What role should families play in reinforcing the goals of youth ministry throughout the year?

ELEVATE Young Adult Ministry

- What ministry approaches will best support the spiritual renewal, biblical formation, and practical needs of young adults?
- How can young adults be encouraged to take on meaningful leadership opportunities within the life of the church?
- What barriers may be limiting engagement among young adults, and how can those barriers be addressed?
- How can this ministry create a stronger sense of belonging, purpose, and connection for this age group?

Internal & Administrative

- What administrative procedures and ministry processes most need to be documented, improved, or standardized in 2026?
- How can leadership development be strengthened so that congregants and ministry leaders are equipped for current and future responsibilities?
- What additional safety practices, reviews, or resources are needed to protect the congregation and sustain ministry operations?
- How will the church balance administrative excellence with its pastoral and spiritual mission?

Communication

- How can communication be improved so that it is effective across generations and accessible to the wider community?
- What upgrades to virtual worship, social media, and the website are most important for ministry growth and community engagement?
- How will sermons, newsletters, and digital content be used more intentionally as tools for connection and evangelism?
- What systems will help the church communicate consistently through mail, text, online platforms, and in-person outreach?

Unity Displayed Among the Disciples

Acts 1:12–26 paints a picture of a community choosing unity at a moment when division would have been easy.

- **They stayed together** (v. 13).
They returned to Jerusalem as one body, not drifting into isolation or forming factions.
- **They prayed together** (v. 14).
Men and women, apostles and ordinary believers, all “joined constantly in prayer.” Their unity was not passive—it was active, disciplined, and spiritual.
- **They made decisions together** (v. 15–26).
When it was time to replace Judas, Peter stood up *among the believers*. They discerned God’s will collectively, searched Scripture collectively, and submitted to God’s choice collectively.
- **They honored Scripture together.**
Their unity was not built on emotion but on the Word. They allowed Scripture to guide their next steps.

This was unity not of convenience, but of **commitment**. Not uniformity, but **shared purpose**. Not sameness but **surrender to the same Spirit**.

Defining Unity Within the Body of Christ

Unity in the Body of Christ is **the spiritual harmony that comes from shared faith, shared mission, and shared submission to the Holy Spirit**.

Unity is:

- **Christ-centered** — rooted in who Jesus is, not in personal preference.
- **Spirit-led** — shaped by prayer, humility, and obedience.
- **Mission-driven** — focused on advancing the Kingdom, not building personal platforms.
- **Relational**
 - — expressed through love, forgiveness, and mutual honor.
- **Covenantal** — a commitment to walk together even when it is difficult.

Unity is not everyone thinking the same way. Unity is everyone **seeking God the same way**.

Unity is not the absence of conflict. Unity is the presence of **Christlike character** in the midst of conflict. Unity is not about winning arguments. Unity is about **winning souls**.

****Strengthening Unity, Prayer, Study, and Faith**

Within Ourselves and the Faith Community

Acts 1 gives us a blueprint for how unity is cultivated and sustained.

1. Strengthen Unity Within Ourselves

Unity begins internally before it ever becomes communal.

- Surrender personal agendas to God's will.
- Cultivate spiritual discipline—prayer, fasting, Scripture meditation.
- Heal internal fractures—unforgiveness, pride, insecurity, or spiritual fatigue.
- Align your heart with God's mission, not just your own desires.

A divided heart cannot build a united church.

2. Strengthen Unity Within the Faith Community

- **Pray together regularly.**
Prayer softens hearts, aligns spirits, and breaks down walls.
- **Study the Word together.**
Shared Scripture creates shared understanding and shared conviction.
- **Practice transparent communication.**
Unity grows where truth is spoken in love.
- **Honor each other's gifts.**
Every member has a role; unity flourishes when each part is valued.
- **Resolve conflict biblically.**
Quick forgiveness and humble conversations protect the fellowship.
- **Serve together.**
Nothing unites a church like shared mission.

3. Strengthen Unity in Advancing the Kingdom of God

- **Keep the mission central.**
When the Kingdom is the focus, personal differences shrink.
- **Empower every believer.**
Unity grows when people feel seen, needed, and spiritually equipped.
- **Create spaces for intergenerational, intercultural fellowship.**
The early church was diverse; unity thrives in diversity.
- **Stay sensitive to the Holy Spirit.**
The Spirit is the architect of unity; we are the builders.

Closing Reflection

Acts 1 shows us that unity is not accidental—it is intentional. It is not emotional—it is spiritual. It is not fragile—it is fortified by prayer, Scripture, and shared mission. A united church becomes an unstoppable church. A praying church becomes a powerful church.

A studying church becomes a grounded church. A faithful church becomes a Kingdom-advancing church. And just like the disciples in the upper room, when we gather with one heart and one purpose, **God releases power that transforms communities, cities, and generations.**

Reflection Questions for Acts 1:12–26

Unity in the Church**

1. Unity Displayed Among the Disciples

- Where do you see the strongest example of unity in Acts 1:12–26?
- What does their commitment to stay together teach us about spiritual maturity?
- How does their shared prayer life challenge your own rhythms of prayer?
- What can we learn from the way they made decisions together under the authority of Scripture?

2. Defining Unity Within the Body of Christ

- How do *you* personally define unity in the Body of Christ?
- What is the difference between unity and uniformity in the church?
- What attitudes or behaviors strengthen unity?
- What attitudes or behaviors weaken unity?
- How does Christ-centered unity differ from unity based on personality, preference, or tradition?

3. Strengthening Unity Within Ourselves

- What internal barriers—fear, pride, hurt, fatigue—might be hindering your ability to walk in unity?
- What spiritual practices help you stay aligned with God’s mission?
- How does your personal prayer life contribute to the unity of your church community?
- What does it look like for you to surrender your own agenda to God’s will?

4. Strengthening Unity Within the Faith Community

- How can our church create more spaces for shared prayer, shared study, and shared mission?
- What steps can we take to build trust, transparency, and healthy communication?
- How can we better honor the diverse gifts within our congregation?
- What does biblical conflict resolution look like in our community?
- Where do you see God calling *you* to be a bridge-builder?

5. Advancing the Kingdom of God Through Unity

- How does unity make the church more effective in Kingdom work?
- What mission or ministry could our church accomplish more powerfully if we were more unified?
- How can we ensure that our unity is rooted in the Holy Spirit and not in human preference?
- What role do you believe God is calling you to play in strengthening unity for the sake of the Kingdom?

6. Personal Commitment

- What is one action you can take this week to strengthen unity in your home, ministry, or church?
- What is one relationship God may be calling you to repair, revisit, or restore?
- How can you become more intentional about praying with others, not just for others?

Notes:

Shared Agreements

What then shall we say, siblings? When you come together, each of you has a hymn, or a word of instruction, a revelation, a tongue, or an interpretation. Everything must be done so that the church may be built up.

1 Corinthians 14:26(NIV) For God is not the author of confusion, but of peace, as in all churches of the saints...

- Stay engaged. Be Present!
- Listen to Understand. Always assume good intention from the speaker
- Be aware of power dynamics and how you use your privilege.
- One Voice at time-
- Put relationships first – grace with selves and others.
- Speak your truth, recognize truths that differ from yours, create space for multiple truths.
- Be curious, listen to understand, be willing to challenge our own assumptions.
- Notice intent and take responsibility for impact.
- Uphold confidentiality and consent within the group.
- Keep focused on our (or the meeting's) common goal.
- Agree to disagree.
- Ask for Clarity. This is a safe place.
- Share information and perceptions without attacking each other or condemning.
- Avoid broad base statement such as “not being Christian like.”
- Respect the voice and views of each other without judgement or condemning.
- What else do we need to make our gathering a good and productive meeting?



Martin Luther King, Jr. Memorial Baptist Church

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Phone: 425-255-1446



MINISTRY REPORTING FORM

Church Meeting Date:	
Ministry Name:	
Reporting Period:	
Ministry Team Lead	

MINISTRY MEMBERS (List names; add lines if needed.)

Core Mission: All MLK ministry work should have an impact on Evangelism, Youth, and/or Outreach. Please describe the activities completed during this reporting period that specifically impacted Evangelism, Youth and/or Outreach.

I. Summary of Past Events and Activities

Evangelism

--

Youth

--

Outreach

--

II. Action Items for Next Quarter (List 1 to 5 items the ministry aims to accomplish by the next report out.)

Evangelism Goal:

--

Youth Goal:

--

Outreach Goal:

--

Additional Goal(s):

--

Participation Covenant Statement

The congregation of Martin Luther King Jr. Memorial Baptist Church is committed to providing a safe and secure environment for all children, youth, and volunteers who participate in ministries and activities sponsored by the church. The following policy statements reflect our congregation's commitment to preserving this church as a holy place of safety and protection for all who would enter and as a place in which all people can experience the love of God through relationships with others.

1. No adult who has been convicted of child abuse (either sexual abuse, physical abuse, or emotional abuse) should volunteer to work with children or youth in any church-sponsored activities.
2. Adult survivors of child abuse need the love and support of our congregation: Any adult survivor who desires to volunteer in some capacity to work with children or youth is encouraged to discuss his/her willingness with the Pastor before accepting as assignment.
3. All adult volunteers involved with children or youth of our church must have been members of the congregation for at least six months before beginning a volunteer assignment.
4. Adult volunteers with children and youth shall observe the "Two-Adult Rule" at all times so that no adult is ever alone with children or youth.
5. Adult volunteers with children and youth shall attend regular training and educational events provided by the church to keep volunteers informed of church policies and state laws regarding child abuse.
6. Adult volunteers shall immediately report to their Pastor any behavior that seems abusive or inappropriate.

Please answer each of the following questions:

1. As volunteers, leadership and staff have you had any allegations or encounters with sexual allegations this past year __Yes__ No?

If you answer yes, please state the

details: _____

2. As a volunteer in this congregation, do you agree to observe and abide by all church policies regarding working in ministries with children and youth?
__Yes,__No

3. As a volunteer in this congregation, do you agree to observe the “Two-Adult Rule” at all times? __Yes,__No

4. As a volunteer in this congregation, do you agree to abide by the six-month rule before beginning a volunteer assignment? __Yes, __No

5. As a volunteer in this congregation, do you agree to participate in training and education events provided by the church related to your volunteer assignment? __Yes,__No

6. As a volunteer in this congregation, do you agree to promptly report abusive or inappropriate behavior to the house and your supervisor __Yes __No

7. As a volunteer in this congregation, do you agree to discuss with the Pastor of this congregation your experience, if any, as a survivor of child abuse ?__Yes__No (*Answering yes to this question does not automatically disqualify you from volunteering with children or youth.*)

8. As a volunteer in this congregation, do you agree to inform the Pastor if you have any encounters with child/abuse allegations and excuse yourself from

any association with any involvement with vulnerable adults, children, or youth? __Yes __No

I have read this Participation Covenant, and I agree to observe and abide by the policies set forth above.

Signature of Applicant/Volunteers

Date

Print Full Name

Reviewed and approved by:_____

CEB and Abuse Preventive Screening Committee

@MLK Child Abuse Awareness- Revised & Reviewed May 19, 2026

2025-27 – MLK REVIVE Stewardship Commitment Building for the Future

What amount of your treasure will you commit to support Ministries?

Give to others, and God will give to you. Indeed, you will receive a full measure, a generous helping, poured into your hands—all that you can hold. The measure you use for others is the one that God will use for you.” Luke 6:38

Goals: To Raise \$100,000 over the budgeted expenses each year for the period 2025-27

1. Creating and building a reserve for future expenses of staff to accommodate growing needs.
2. To support and fund ongoing Youth, Evangelism and Outreach ministries.
3. To support upkeep, maintenance of facilities that accommodate the need of long-term and ongoing mission, ministry, space, and updated technology.

What we need from each giver: If 50 pledges gave \$2000, we would raise \$100,000.

STEWARDSHIP COMMITMENT (Pledge Form)

Check the appropriate box below and fill in the blank.

____ Yes, I will make a pledge in one of the following amounts for 2026 Over my tithes and offering to support the long-term sustainability of the ministry and building for the future of the church.

____ \$5000 ____ \$2000 ____ \$1000 ____ \$ Specify amount.

Your Name _____ Date _____

Address: _____ City _____ Zip Code: _____

Email: _____ Telephone: _____

Thank you for your commitment to kingdom building.