

*"If you just keep casting vision Howard but haven't got a plan you're just blowing smoke"* Bill Hybels 03

**1. Plan to Plan:** *"Failing to plan is planning to fail"* John Maxwell

**1.1 It is not un-spiritual to plan.**

a. God has plans:

**Jeremiah 29:11** "For I know the plans I have for you," declares the LORD, "plans to prosper you and not to harm you, plans to give you hope and a future"

**Ephesians 1:11** "In him we were also chosen, having been predestined according to the plan of him who works out everything in conformity with the purpose of his will"

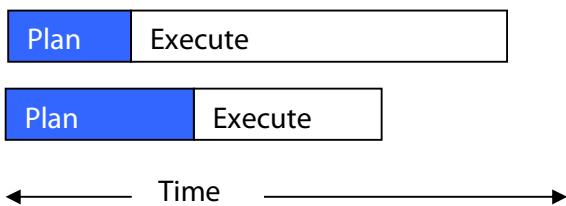
**Isaiah 46:11** "From the east I summon ... a man to fulfill my purpose. What I have said, that will I bring about; what I have planned, that will I do"

b. God encourages us to make Godly plans (and finish them)

**Luke 14:28** "Suppose one of you wants to build a tower. Will he not first sit down and estimate the cost to see if he has enough money to complete it? <sup>29</sup> For if he lays the foundation and is not able to finish it, everyone who sees it will ridicule him, <sup>30</sup> saying, 'This fellow began to build and was not able to finish.'

**Proverbs 16:3** Commit to the LORD whatever you do, and your plans will succeed.

**1.2 Forward planning saves time.**

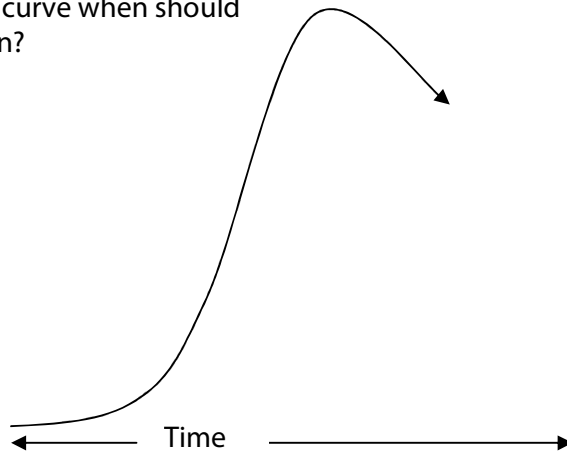


c. What amount of time do you spend planning each week?

What is your planning setting?

## 1.2 Plan when you are growing and when you are not!

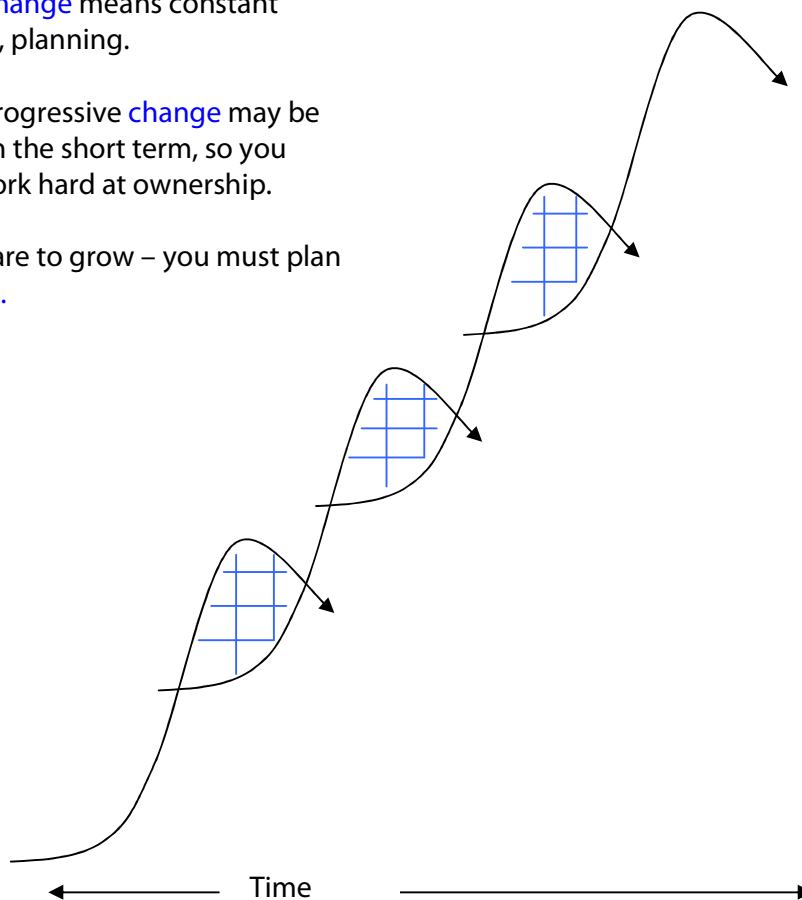
On a typical organizations growth curve when should you plan?



Creating **change** means constant evaluation, planning.

Positive, progressive **change** may be resented in the short term, so you need to work hard at ownership.

But if you are to grow – you must plan for **change**.



## 2. Determine your primary purpose.

*“Absolutely nothing will revitalise a discouraged church faster than rediscovering its purpose”*

*“Clear purpose builds morale, reduces frustration, keeps you focused, builds ownership, and assists evaluation”* Rick Warren (Purpose Driven Church)

### 2.1 What is the purpose of your church? *“Most Churches tend to focus on only one purpose”*. Rick Warren

Every church is doing what they are doing for a reason. Every church has a strategy.

Church Name	Leaders Function	Central Value	Strategy	Validation
“World Harvest”	Evangelist	Decisions for Christ	Events - Street outreach	Number of responses
“Family Church”	Pastor	Belonging	Small Groups	Number in Membership
“Bible Church”	Teacher	Bible Knowledge	Verse by Verse Teaching	Biblical Literacy
“Pneuma Church”	Worship leader, Prophet	Experiencing God	Worship / Prayer Ministry	Numbers of Gifts of Spirit
“Compassion”	Shepherd	Mercy & Justice	Social Action Projects	Numbers of needs met
“Godfirst”	Leader	Christ like Character	????	Number of changed lives

Adapted from Rick Warren – Purpose Driven Church

d. Which of the above best fits your church?

What fills your time?

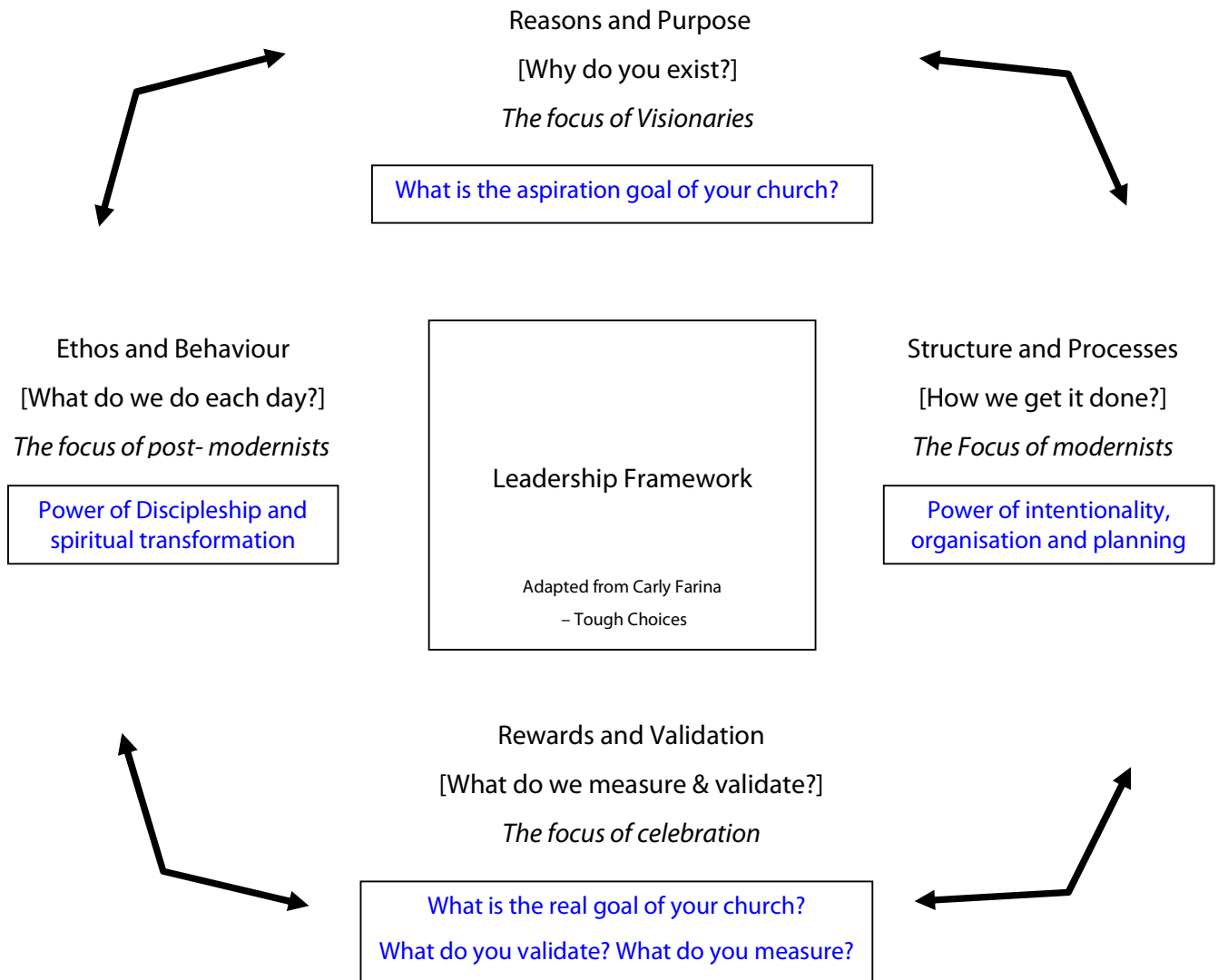
What does your church validate?

e. What would success look like in your church?

What is your church vision?

### 2.3 Your primary purpose affects all that you do and what you don't do

*Every ministry needs to own the goals of the whole church.* Bill Hybels

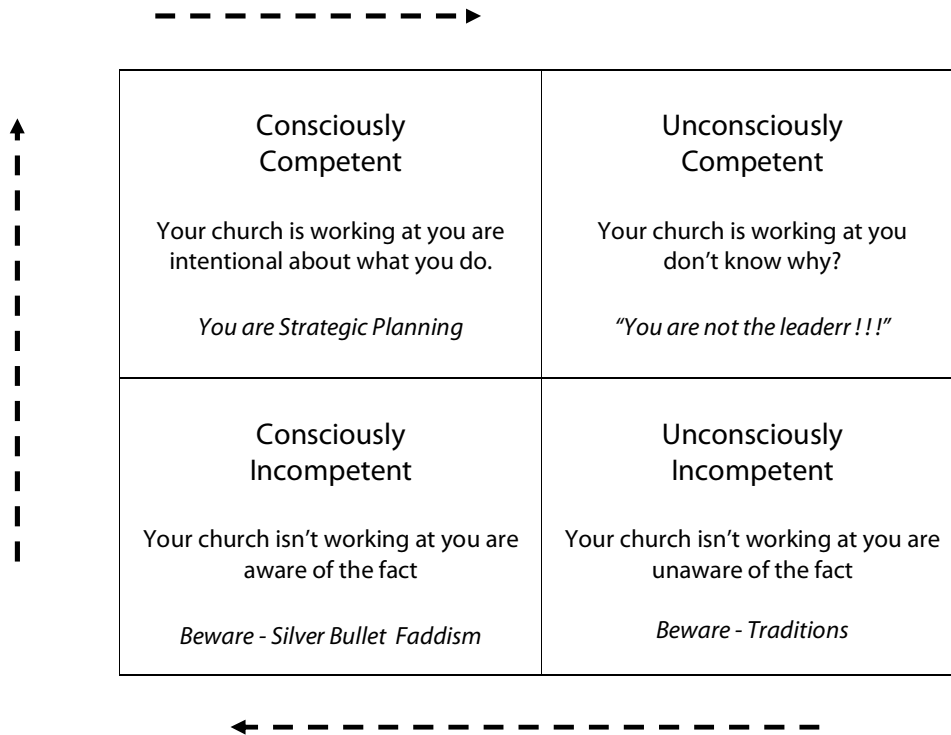


- a. What do you measure?  
What do you celebrate?
- b. You must focus on creating ethos and changing behaviour.  
Teach, Model, Train - Discipleship strong creator of ethos and ownership
- c. You must be intentional about your structure and processes.  
Build teams, delegate, plan, diary, resource.

### 3. Assess the situation.

#### 3.1 The importance of realistic assessment

*A plan of the future based on unrealistic view of the present will lead to disaster.* John Maxwell



d. Which box represents you're awareness of your churches position?

Who asks the tough questions inside your leadership, outside your leadership?

Surveying your church.

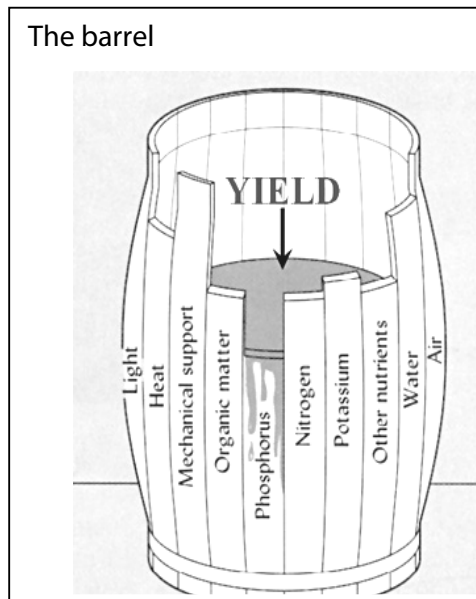
1. What do people inside the church say about this church?
2. What do people outside the church say about this church?
3. What about this church excites you?
4. What attracts people like you to this church?
5. What do you and others admire most about this church?
6. What do you and others admire least about this church?
7. What do you value most about this church?
8. What do you think other leaders of this church value most?
9. What is the one thing you think is missing in this church?

**3.1 What are your limiting factors?**

“The water can only rise as high as the lowest stave”

“You are only as strong as your weakest area”

What might represent the barrel staves in your setting?  
(List from high to low)



**3.2 What are your current (or past) growth engines?**

*A growth engine is a part of what you're leading that is currently growing, and, if fueled, will cause more rapid growth than other parts of the organization* – Bill Hybels *“Growth engines come from the intersection of cultural realities, leadership insights, and God’s sovereignty”* Bill Hybels

*10% growth in any area of church represents healthy grow* – Steve Nicholson

*“Spend money on growth”* Steve Tibbert

**3.3 Strengths, Weaknesses, Opportunities, Threats. (SWOT)**

You can do this method for your church or a single area (e.g. Sunday Mornings)

<b>Strengths</b>	<b>Weaknesses</b>
<b>Opportunities</b>	<b>Threats</b>

## 4. Goal Setting

*“Goals which are formed by determining the ideal **long term** destination, and then setting out realistic steps towards that ideal are more inspiring, creative and motivating” “We are not just looking for merely short term gains, but a clear picture of long term goals that fit the vision of the church” “Goals are concrete and measurable steps that if accomplished would **bring vision into reality**” Steve Nicholson*

<b>Specific</b>	<b>Not</b> I want more people on Alpha	We organise a excellent Alpha launch event.
<b>Measurable</b>	<b>Not</b> we want more members	We will invite the 25 people on our database to the Participating Membership Evenings in October
<b>Agreed</b>	<b>Not</b> This is my goal	The Elders, Staff team, wider leaders are behind this goal.
<b>Realistic</b>	<b>Not</b> we would like to be a church of a 1000	We aim to grow at least 10% a year for the next 2 years
<b>Time Phased</b>	<b>Not</b> to start a social action project	To start a CAP centre by start of 2009

### 3.4 The time phasing of goals increases with the size of your church.

When your church is at an early stage set a few very realistic short term goals.

As your church get bigger your goals need to be longer term (say 2 or 3 years for 70-100+ and 3 or 4 years for 200+ etc.)

### 3.5 Ask the right questions

**Target:** What is the intended outcome?

**Leaders:** Do we have the right leadership, and team in place?

**Organisation:** Who’s responsible for what, who will oversee them?

**Communication & Ownership:** How will we draw the church into what we plan to do?

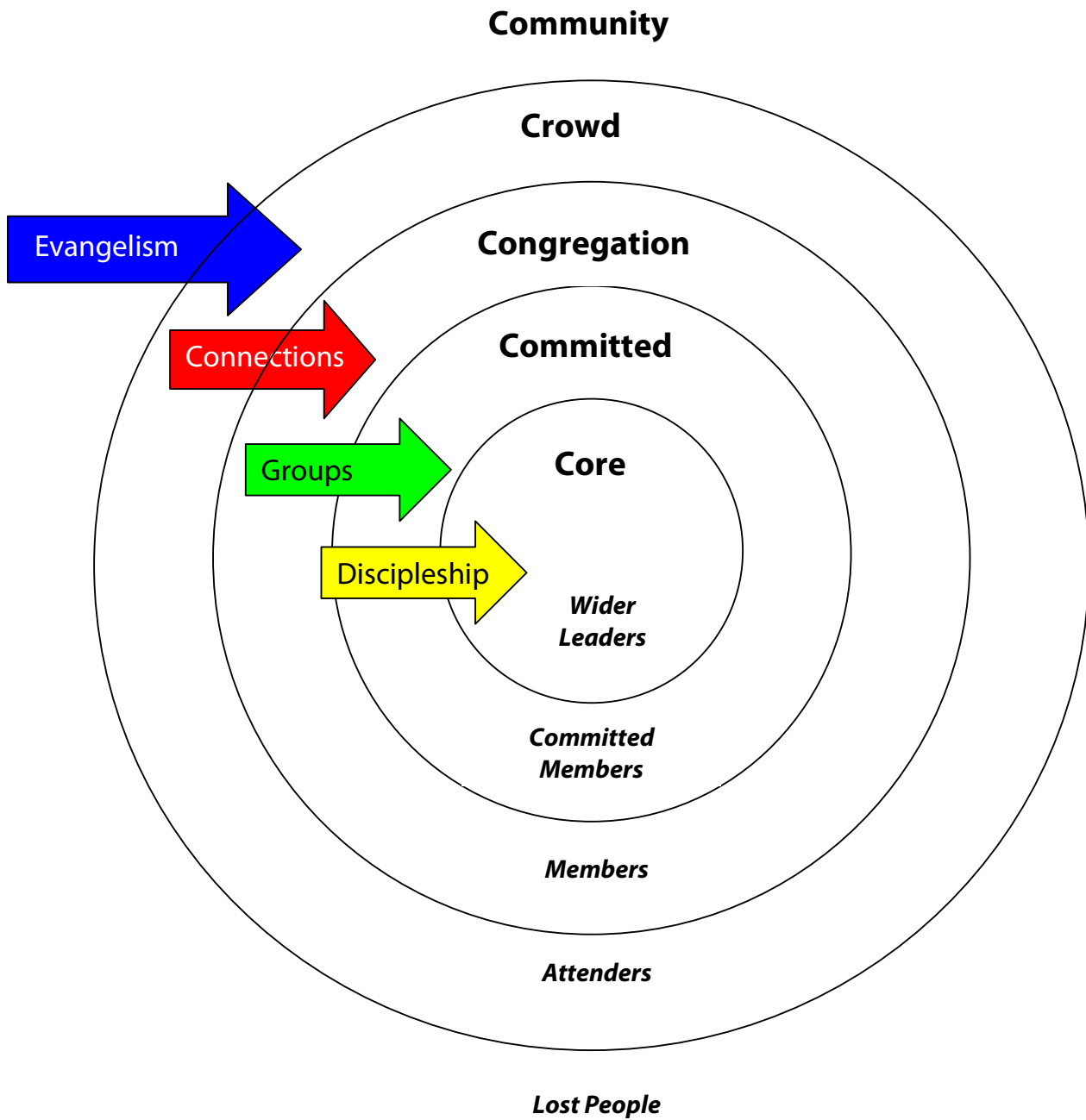
**Resources:** What do we need to make this work?

**Evaluation & Review:** How will we know if we are being successful? How can we keep improving?

## 5. Getting Done. (Some Strategic Ideas)

*Some church leaders tend to pray and wait for God to work. Other church leaders tend to start things and pray that God will work.... The job of those with the spiritual gift of leadership is to take a risk and step out in faith.* Bill Hybels

### 5.1 Circles of commitment – Rick Warren’s model for assessing your church.



## 5.2 Community to Crowd.

- How does your church connect with lost people?  
*Fundays, Bridge events (quiz nights etc), Kids clubs, Social Action, Street Outreach.*
  
- How do people get saved in your church?  
*Alpha, Sunday Mornings*
  
- How does your church attract visitors?  
*Website, Leaflets, Events, Personal invites – Evangelism Training*
  
- How many visitors have you had in the last month?  
*Awareness of Demographics, yet building for breath – **One new person is Christ.***

## 5.3 Crowd to Congregation.

- **The vital role of Sundays**  
*Presentation not sloppy – strong Worship, Preaching, Children’s work*
  
- How do people get connected to your church?  
**Connections team** - integration process. (Speak to new people) **Like to know more cards.** (Phone calls, letters to new people, Hospitality lunch) - Track people through - What % of Visitors come back?
  
- Where do people get connected other than Sundays?  
*Healthy Small groups - Vital for keeping!!*

## 5.4 Congregation to Committed.

Moving beyond just programs

*People join because of worship or preaching but stay because of friendship and ethos.* Anon

*Ethos is what happens when many individuals make autonomous choices that create a unified movement. Ethos moves us when nothing else will and like nothing else will.* Erwin Manus

Creating real friendships and a discipleship ethos can not be achieved by programs

*When it comes to the health of a church, the question asked by generation after generation of pastors has been: "How many?" That's because the only way to measure spiritual growth has been through numbers: attendance, conversions, and financial offerings. How many is a good question, but it measures only what we can see.*

*When it comes to people's spiritual growth, however, it's the unseen that needs to be measured—the heart. There needs to be a way to see what helps people grow in their love for God and their love for others—the biblical commandment Jesus gave to His followers.*

Greg Hawkins (Exec Pastor – Willow Creek)

Do you have a discipleship strategy?

*"When you share your lives together with real honesty and openness this creates commitment to Jesus and each other"* Matt Hatch

(Download Matt Hatch from New frontiers LC07 TT05 2 )

## 5.5 Building the Core.

*A church will rarely grow beyond the size of its core.* Howard Kellett

How are you investing in leaders and potential leaders?

How are you raising up new Elders and new staff members.?