



THE JOURNEY EXECUTIVE SUMMARY

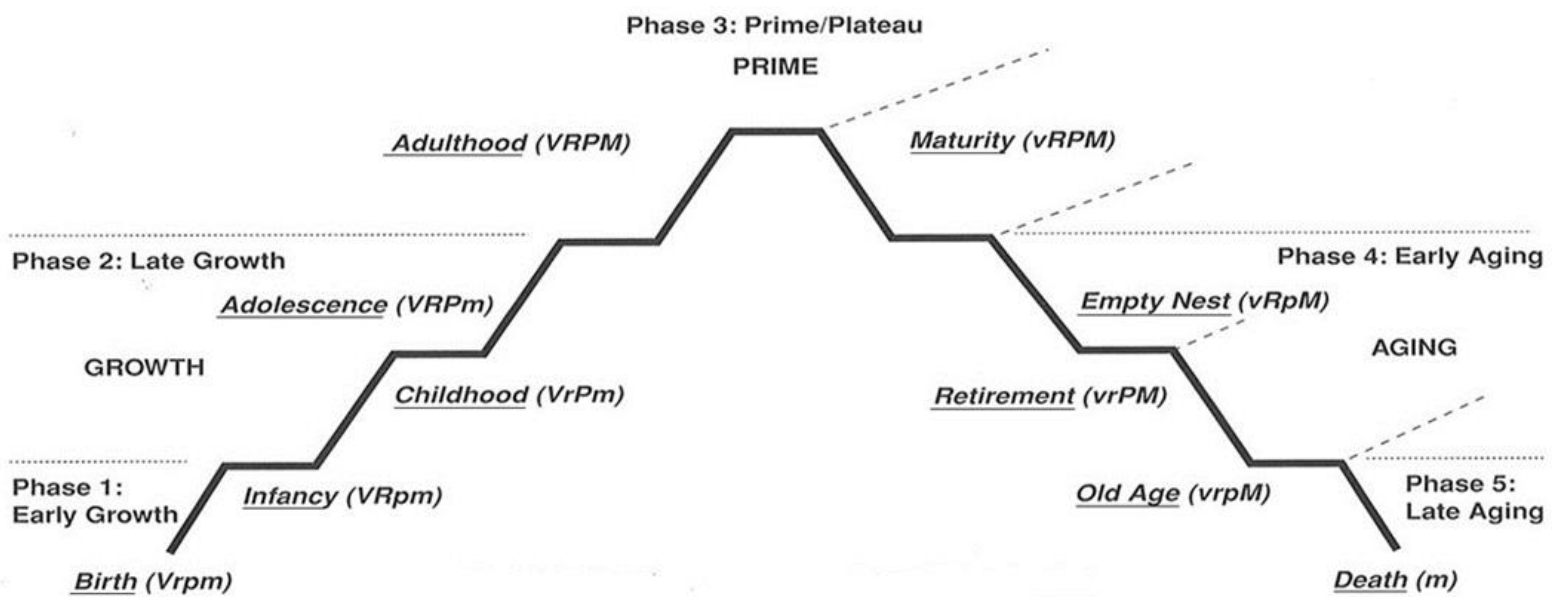
The purpose of the Church Planting and Development Handbook is to equip leaders with the tools and resources they need to plant and develop healthy churches. We hope to establish a simple, prayerful and spirit-led process for unhealthy churches to follow for them to regain health and restoration, so they can make an impact and have influence in their communities for Christ.

There are 5 necessary steps for successful church development:

- Leadership Evaluation
- Discovery of Core Values
- Vision and Mission (Acts 2 Journey)
- Strategy (Acts 2 Journey)
- Implementation



As we have seen, most churches that have plateaued or declined are in the latter half of the life cycle. They need new life! Not every church experiences a regular flow of guests into its ministries. In fact, most don't. We can perfect our assimilation efforts, but this is only half the battle, and it's usually the second half. First, we must find new people to bring new life to our church.





STEP ONE: LEADERSHIP EVALUATION

PASTORAL

The first and foremost important step is the prayerful evaluation of Pastoral Leadership. This evaluation will discover the pastor's capabilities of being able to lead the church back to a healthy place. The evaluation will be done by the CPD Director. Input from the Church and Ministerial Evaluation Manual, previous experiences as Pastor, Sectional Leadership and others will be utilized for this process. The Church and Ministerial Evaluation Manual can be found at the back of the book in the Supplements Section.

If there are specific areas of weaknesses that are discovered through counsel and prayer with the pastor, a recommendation will be made for the pastor to be engaged in a leadership development tact suited to his/her specific area of need. This leadership development should be completed before the church is considered as a "revitalization project".

CORE INFLUENCERS

The current core leadership of the church will be evaluated using the Church and Ministerial Evaluation Manual. This evaluation will help determine the health and capabilities of the current leadership.

FINANCIAL

Current and past finances will be evaluated to determine proper accountability and stability of the church.



LEADERSHIP EVALUATION CONTINUED

After evaluations are completed, a written recommendation will be submitted to the District/Sectional Executive Board to determine (see attached First Steps) if the church will become a designated “district revitalization project”. A Memorandum of Understanding will be written explaining the expectations from the church, the section and district. The Memorandum of Understanding will also clarify the governance and accountability of the church while it is in the “revitalization journey”.

Once the Memorandum of Understanding is signed by the church, section and district, the Pastor, leadership team and the church at large, will be called to a thirty day time of fasting and prayer. The church will also have access to request funding from the Church Planting and Revitalization Fund. The church will then begin step 2 of the revitalization process.



STEP TWO: DISCOVERY OF CORE VALUES

INTRODUCTION:

Discovery of Core Values for the Pastor and Leadership team is imperative before anything else can be done. The District approved Project Leader will meet with the Pastor and Leadership team to teach, train, and clarify the importance of core values as individuals and as a church.

The Pastor will be asked to lead his team to discover the core values. This process should be completed within four to six weeks. After the discovery of core values the district approved Project Leader will meet with the Pastor and Leadership team to tweak and solidify the core values.

This step is also another tool in which to evaluate the effectiveness of the Pastor and his leadership skills. If the Pastor struggles and is not capable of leading his team to discover core values, it is going to be very difficult, if not impossible, for the Pastor to turn the church around.



CORE VALUES

“Core Values are consistent, passionate, biblical, and distinct convictions that determine our priorities, influence our decisions, drive our ministry, and are demonstrated by our behavior.”

WHAT ARE CORE VALUES?

- Core values are **consistent**: they rarely change.
- Core values are **passionate**: they generate emotion and energy.
- Core values are **biblical**: they are rooted in scripture.
- Core values are **distinctive**: they reflect God’s unique assignment.
- Core values are **convictions**: they influence everything we do.
- Core values **determine our priorities**.
- Core values **influence our decisions**.
- Core values are **demonstrated by our behavior**.
- Core values **drive our ministry**.

WHAT ARE NOT CORE VALUES?

- Core values are not our **statement of faith, belief or theology**.
- Core values are not a **biblical purpose statement**, which should describe any or every congregation.
- Core values are not a list of our **favorite programs**. The programs are **delivery systems**.



STEP THREE: VISION AND MISSION

INTRODUCTION:

When the core values have been solidified and the leadership team has taken ownership of those values, there should be evidence of vision and mission already developing within the leadership.

The Project Leaders will meet with the Pastor and Leadership team to teach, train and clarify the difference between vision and mission. The Project Leader will then introduce the team to the Acts 2 Journey resource material (other material may be utilized as well). The Pastor will be asked to lead the team to discover the vision and mission of the church. The Project Leader will coach and assist the Pastor during this process. The development and writing of the vision and mission should be completed within six to eight weeks.



STEP FOUR: STRATEGY

STRATEGY OF THE CHURCH

The Project Leader will guide the Pastor and leadership team to develop the following four strategic areas using the Acts 2 Journey material:

- **Go**
 - How do we engage new people, outreach, etc.?
- **Connect/Fellowship**
 - How do we treat them when they walk in?
- **Discipleship/Grow**
 - How are we going to grow them in Jesus?
- **Serve**
 - How will we help them find a place to serve?
- **Worship**
 - How do we teach them to pursue God?



NEXT STEPS

1. Meet as a vision team to discuss the timing for publicly communicating the church's vision and strategic plan to the congregation.
2. Begin assessing your church facilities and ministries and be realistic about the transformation necessary to accomplish the goals in your strategic plan. (E.g. What facility improvements can you make now, that fall within your current budget? If there are critical facility repairs, renovations or enhancements that are not covered in the budget and require a special offering, how can you include the action/activity in your strategic plan?)
3. Before the next vision team meeting, have each team member tour the church's facilities as if they were guests/visitors. Make notes about observations, including issues that require immediate attention, and ideas for improving the guest experience (e.g. assess all spaces in the church, such as restrooms, dust pictures, clean pews, fresh paint, ease of access, etc.).
4. Over the next 90 days, begin to write, in detail, your church's strategic plan for the next 3-5 years. (This will be comprised of the strategies for implementing the biblical functions—worship, connect, serve, grow, and go.) Bring your strategic plan to Retreat
5. You can use Power Point, video or any other communication tool. Each group will have 5-8 minutes to present their strategic plan. Please bring a copy of your strategic plan for the HCN presenter.
6. Have each member of the vision team read the book of Acts and identify the transitions the early church made to minister to the people. (Examples of ministry by the church in Acts include healing, caretaking, inclusion, etc.)



STEP FIVE: IMPLEMENTATION

The Project Leader will coach the pastor and leadership team as they develop a one year strategic outreach plan for the community.

D Yearly Comprehensive Map

Strategic Change [Current Year] Comprehensive Map

Date	Meetings
1. January [year]	
2. February	
3. March	
4. April	
5. May	
6. June	
7. July	
8. August	
9. September	
10. October	
11. November	
12. December	
13. January [year]	
14. February	

