

STRATEGIC ACTION PLAN

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The Dream Begins

The dream to plant a church was placed in my heart a decade ago as a new student at Asbury Theological Seminary. The Lord used the entrepreneurial spirit in me and placed a dream in my heart to plant a new church to reach people for Jesus Christ. I wanted to make a difference in people's lives. I had been in a church where the pastor and his wife took their life savings and started a new church that had prospered. People's lives were being changed. Something resonated in me when I heard their story of planting a new church and I remember telling fellow students that I had a dream to grow a great church. I was willing to do whatever God asked in order to see that dream fulfilled. God has taken me through a long journey of stretching and growing me in order to be ready to start a new church.

My heart has been stirred and I have a vision for a great church to reach the unconnected in Wichita and surrounding areas. This year we have spent the majority of our time dreaming, praying and visioning to plant a new church. God has given me a large dream. He wants a new church in the Wichita area. God has shown me that if I am obedient, step outside my comfort zone, and go where He leads He will do a great work through this new church. It is to that call that I am responding. We have never before walked this way, but we know the Lord is going ahead of us. We are trusting God's direction and vision. This strategic action plan is a thumbprint of the dream that God has laid upon my heart.

Who Are We?

New Church Mission Statement:

To connect the unconnected to Jesus Christ and together grow in full devotion to Him while radically impacting our culture.

We believe that in our fractured culture, people are hungering to find a place to connect where they can find stability and truth. They are asking the deeper questions of life: “Who am I” and “Why am I here?” They are searching for God, but they don’t realize it. They are searching for meaning and not finding it.

Our mission is to both help people connect to Jesus Christ and grow in their faith. We desire to impact our culture by being known as a church that cares about the community and serves the community. We will proclaim the reality of God through multiple means such as exciting corporate music and prayer times in language that non-Christians will understand and identify with. A commitment to God-encountering **worship** will be a primary focus in this church.

Once people know who God is, they will learn that they have many brothers and sisters, the foremost being Jesus Christ who died for our sins. Through meaningful interaction with a new family, people will be drawn closer to being the people God made them to be. They will discover that they are not alone in their walk and will be strengthened by the new relationships that come from being in a small group. This is a call to **fellowship**.

Third, we will help people discover the power and benefits of being children of God. Through studying the Bible and devoting ourselves to the teaching of Christ, we will fulfill this call to **discipleship**.

Fourth, we will help people discover their function in the body of Christ by identifying and mobilizing people to serve in areas where God has gifted them. When people discover that their God-given purposes lines up with what they do best, they are eager to pursue God's **ministry** in their lives.

Fifth, as members of this new family, people will be taught the value of reproduction. All mature Christians need to be in the business of making *more and better* disciples. It is a call on the life of every believer to share his/her faith and lead others to a saving relationship with Jesus. From the beginning, we will focus our effort on **outreach** to those who are searching, rather than going after Christ followers from other churches.

The 5 purposes of worship, fellowship, discipleship, ministry, and outreach, characterize who we will be as a church. If anything doesn't fit into these purposes, we will not do it.

What Do We Believe?

New Church Core Values:

World-Changing Prayer-We believe in the power and practice of prayer. Prayer changes things, but it also changes the one praying. The prayer ministry will be foundational for us.

Relevant Biblical Communication-Our messages will attempt to throw a floodlight on God rather than tell people how they need to “do-better.”

Participatory Worship- Our worship experience will be both celebrative and reflective, exhibiting the freedom we have in Jesus, set to the beat of popular music and meant to be life changing.

Spirit-Led Leadership- We believe the Holy Spirit can empower and enable believers to live a life that is free to be Christ-like in every way. We will not attempt to substitute cleverness for the power of the Holy Spirit in our programming.

Transforming Discipleship-We must reach the mind by teaching the words and ways of Jesus. This will involve Bible study in the small group ministry. Our motto here is “Doing small groups in a big way.”

Equipping/ Deploying Members- We believe that God has designed every Christian for specific works they are perfectly suited and gifted to complete. Our motto here is “Every Member in Ministry.”

Connecting the Lost to Christ- We will make the un-churched and displaced our highest priority. Our motto here is “Lost People Matter to God.”

Who Will We Reach?

We believe that God is never accidental about anything He creates. God fashions his creation so that each piece fits perfectly into the niche that He has planned. We believe that churches should function the same way and intentionally invade different portions of the kingdom of darkness.

That said we will be intentionally drawing a bulls-eye around certain cultural and spiritual targets. In John Maxwell's Book, *The 21 Irrefutable Laws of Leadership*, He states that "Who you are is who you attract." With this in mind, it is good for all leaders to understand their socioeconomic background and where they feel the most comfortable in leadership. Here are the people God has called us to reach through the new church:

Our Cultural target will be adults, age 18-45, married, middle class, college graduate education, and professional/entrepreneurial in vocation. We will focus on those individuals who Lyle Schaller refers to as **displaced**. This includes those who know nothing about church and people who have at least a cursory knowledge of some kind of church, but who no longer attend a local congregation on a regular basis. We will be up front with the disgruntled church hopper. If they are coming to join us, they will be coming to roll up their sleeves. We will not cater to those who don't share our burden for the lost. The needs of the unconnected will always come first.

Our Spiritual target will have little church background, and be looking for real meaning in their life. They have been turned off by organized religion. Many have seen the church as irrelevant to their current needs. They believe that real truth is too abstract and can only be known relative to the situations they encounter daily. Mass media has convinced them that

morality is a private issue, and nobody should tell them how to live. They have a great need to have their spiritual questions answered, but are so busy with jobs and recreation that they are never quiet long enough to listen to God. The fields in Wichita are ripe with this kind of person. They are tired of the excesses seen in many churches and just want to be with people who are genuine and love them for who they are.

We will be completing a needs survey similar to the one Rick Warren used in his book *The Purpose Driven Church*. Only by listening to what people really feel can we present them with the words of Jesus in language they can understand. If we are selling the good news about Jesus and nobody is buying the problem may be the presentation.

How Will We Begin?

Laying the groundwork

We understand that everything God does starts with prayer by committed believers. We are in the process of recruiting a **Prayer Team** who believes God is calling them to pray regularly for the new work. We are confident God will answer our prayers for blessing and protection on this new ministry. We will constantly add new persons to the **Prayer Team**. We will keep the **Prayer Team** updated with continuing needs as well as praises.

Project Timeline (First 9 Months)

<p>June 2003</p> <ul style="list-style-type: none"> • Begin meeting with Core Leadership Team meetings with worship, vision casting • Get Tax ID # • Establish church checking account • Get weekly e-mail and/or monthly intercessor letter out • Establish a regular prayer meeting time • Get logo finished • Prayer walk neighborhoods monthly • Complete draft of first year plan • Take prayer retreat or weekend alone • Preach in United Methodist churches in the Wichita district to generate financial, prayer and people support for new church 	<p>July 2003</p> <ul style="list-style-type: none"> • Establish financial procedures • Get worship leader • Shirts w/logo ordered • Get PO Box • Order stationery and business cards • Send fundraising letter • Get budget and salary package ideas finalized w/district • Identify/ recruit initial small group leaders • Schedule informational meetings • Independence Day outreach- set up a fireworks stand in New Market area • Secure place to worship for preview services nailed down
<p>August 2003</p> <ul style="list-style-type: none"> • Get survey completed of 100 homes • Gather core critical mass of 35-50 adults • Get Children's Pastor on board • Liability Insurance for the church • Get set-up team leader • Prayer-walk the neighborhood • Pray and begin forming advisory council • Check w/Saddleback for BLT cost • Order Kids curriculum • Purchase laptops for staff members • Identify Small Group Leaders and train • Check with tellstart.com for phone survey • Get information pieces printed • Take Core Leadership Team to Leadership Summit in Kansas City August 7-9th • Visit Church of the Resurrection August 9th • Preach revival services in Tekamah, NE. August 10th-13th • Prepare publicity for first Preview services • Acquire bulk mail permit • Get worship site confirmation • Plan 2004 sermon titles and messages • Get website designed and on-line 	<p>September 2003</p> <ul style="list-style-type: none"> • Preview Service #1- September 7th • Telephone/Telemarket for new leads • Small Group leaders training continues • Get newsletter designed and delegated • Identify Children's workers • Recruit Care Ministries team • Recruit greeters and ushers from launch team • Identify praise team members • Launch team to visit other churches to dream and vision • Purchase trailer and sound equipment • Labor Day Fun Day @ New Market September 1st • Contact newspaper to do an article on the new church (Wichita Eagle and West Side edition) • Do small scale mass mailing after Labor Day to stir interest and generate more hands to help for future launch day- Send on Monday, September 8th • Get-Away trip- September 15th-19th • Prayer and Vision Retreat for Core Leadership Team- September 26th-27th

October 2003	November 2003
<ul style="list-style-type: none"> • Preview service #2- October 5th • Buy Nursery equipment • Buy kids supplies • Buy plants/decorations for building • Buy walkie-talkies for communication • Determine where to get Cappuccino bar/refreshment set-up • Team with Asbury people to pass out mass flyer in neighborhoods • Small Groups begin regular meetings • Organize Care Ministry Teams (2) • Plan outreach event • Plan Harvest Festival in coordination with the schools as outreach event • Get schools permission • Plan for Christmas Eve Service • Take Core Visionary Team to Prevailing Conference at Willowcreek Church October 21st-25th • Friday, October 31st- Halloween Children's activity 	<ul style="list-style-type: none"> • Preview service #3- November 2nd • Small Groups continue to meet • Pastoral call on all new families • Continued neighborhood advertising • Assess the holes in our worship celebrations and determine how to fill them • Meet with worship team to discuss improvements • Meet with Children's workers to assess future needs • Recruit additional workers • Continue prayer and visioning meetings weekly • Get letter out to all the attendee's of previous preview services • Plan outreach event for Christmas • Plan Christmas sermon series • Consider a children's choir to carol at nursing homes and hospitals during the Christmas season • Plan Grand Opening

December 2003	January 2004
<ul style="list-style-type: none"> • Preview Service # 4- December 7th • Second newspaper article about Christmas Eve service(s) December 13th • Begin regular weekly celebration services December 14th • Small Groups continue to meet & multiply • Speak to other area pastors about a joint prayer effort • Firm up the commitments from Children's workers for the future • Radio advertisements all month on Christian and secular radio about Christmas Eve service(s) • Plan for growth that will occur • Continue to recruit Children's workers to expand #s of options for kids • Christmas Eve Services December 24th • Do 1st large scale mass mailing- Wednesday, December 24th 	<ul style="list-style-type: none"> • Do 2nd large scale mass mailing- Thursday, January 1st • Prayer walk neighborhoods around the meeting place • Third newspaper article around January 2nd-4th • Do 3rd large scale mass mailing-Tuesday, January 6th • 72 hr Blitz starts January 8th and ends January 10th • Saturday, January 10th- Core Team breakfast, distribute 500 door hangers after breakfast • Run-through for the next day • January 11th is LAUNCH SUNDAY • New Comer's Party with catered luncheon and cake with church logo • Start 8 wk series on Relationships- January 11th-February 29th

February 2004	
<ul style="list-style-type: none"> • Assess the first month of services. • Plan spring outreach events • Valentine's Day Dinner, Saturday, February 14th • Continue to network and evangelize • Assess need for additional service on Sunday mornings • Continue to THINK BIG remembering the large foundation needed 	

As you can see, our first preview service will be September 7, 2003. We will have 3 more preview services before we start weekly celebration services on December 14th. **Our Grand Opening will be held on January 11, 2004.**

Where Are We Going?

New Church Vision: Reach, Teach, and Release

In all reality, we are **urban missionaries**. The style of dress and music we use will reflect the majority of the culture we are trying to reach. Just like missionaries who are sent to Africa, we must learn the customs and language of the group God has sent us to. Many churches do the opposite and expect un-churched people to understand church customs. It doesn't work this way.

Who Is Going To Help?

Our Partner

Asbury United Methodist Church has agreed to help fund a portion of this project as well as send some of its people to support it. Pastor Dennis Wallace has encouraged persons in the congregation to prayerfully consider their part in the new work. This shows a great deal of faith on his part and on the part of the administrative board at Asbury Church. They realize that the great commission is bigger than any one local congregation and want to add numbers to the Kingdom by planting new churches. We are counting on their continued prayer and moral support after the new church is launched. We look forward to joint services in the future that will show Asbury how God has blessed their obedience as they join hands with several hundred new Christians in this new work. It will be a great sight!

Our Launch Team

The Launch Team will be comprised of persons who are interested in helping reach the thousands of unchurched and unsaved people in Wichita. We want to have people on the Launch Team who have a vision to reach the unconnected and feel called to this ministry.

The Launch Team will be made up of:

1. The planter and spouse
2. Core Leadership Team (20-25 people)
3. Team Members (a minimum of 80 adults before launch)

Core Leadership Team:

These are lay leaders who feel a divine call to this work that is as strong as the pastor's call. These people are so committed to this plant they would "go to the mat" for it. They will be protecting, praying for, and watching out for us and the new work while working alongside us. They also share our vision and values; they are committed to us as people. They understand that we are giving our all to God and expect them to do the same. We will train these people up for leadership in the different areas of the church. We will give them a gifts assessment test to determine their passion and where they can lead best. We want to create a "team mentality" with this group and work with them to develop the future leadership of the church and make them leaders of leaders.

Team Members:

These will form the group of people that help make this church happen. They accept and believe in the vision of the church. They must understand that their attendance is *ministry driven*. Each of them will have a job to do. They are coming to this church to let their gifts be used by God to reach the unsaved. We will encourage Christians who want to come to the new church to be entertained to go somewhere else. The unsaved will be the first priority in the ministry of the new church, and we will encourage the leadership to model this principle. We must have 80-100 adults in this category to achieve *critical mass*. This will assure our financial viability and our ability to minister to those we invite through direct mailings and outreach events.

Speaking of financial viability, we will place a strong emphasis from the beginning upon *Crown Financial Ministries*. We will offer classes regularly and strongly encourage every person who comes into the church to go through Crown. From the very beginning we will challenge

each other on the Core Leadership Team to tithe to the new church. If we are going to grow a great church, the leadership must be committed in every way, including financially.

Ministry Breakdown

As Lead Pastor, I will be responsible for filling the following roles:

- Spiritual leadership and vision casting
- Team building and supervision of small group leaders
- Leading the pastoral care and evangelism focus
- Communicating Biblical truth through preaching
- Strategic planning

Roles that will be delegated:

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|-----------------------------------|------------------------------------|
| • Worship arts leader | Children's pastor |
| • Small Group Trainer/Coordinator | Worship band/singers |
| • Sound, video, lighting techs | Greeters/Ushers |
| • Parking lot attendants | Visitor Information people |
| • Servant Evangelism Team | Kids church workers |
| • Nursery workers | Refreshment team |
| • Set up/Tear down team | Small group leaders |
| • Care team leaders | Care Team Members for assimilation |
| • Office helpers | Financial backers |
| • Bookkeeping and accounting | |

These roles and many more have to be filled each week for us to be as effective as we can be.

How Will We Assimilate People?

Foyer- It's the place in your home that serves as the welcome area for guests and new friends. It is the first step, and it is often your only chance to make your guests feel comfortable enough to return. That is exactly how we will design our entry environments. Our Sunday morning worship services are "foyer" environments. We want our guests to come back, so we will do everything with them in mind. Each area of our church will have its own foyer as well. These environments are where most people will experience church for the first time, and they serve as the perfect place to introduce newcomers to the life of the church.

Living Room- It is a room in a home, with sofas and chairs for social activities, and entertaining guests. Once your guests arrive and are welcomed into your home, you invite them into the living room. Everyone finds a comfortable place to sit, and the interaction begins. This is where you connect with people like yourself. Single adults will have Area Fellowships. These are monthly or bimonthly social events held in various locations around Wichita. Smaller and more interactive than the foyer environment, this is a real-life, genuine opportunity to begin friendships just like you would in your home. Married adults will have MarriedLife Live—quarterly events designed to encourage their hearts, draw them closer together and offer essentials for a healthy marriage...all in a casual, fun environment.

Kitchen- It is a room or place for the preparation and cooking of food. What's the most popular room in homes? The kitchen. And that's the kind of environment we're shooting for in our small groups: Life Groups, Starting Point and Crown. These groups consist of six to eight individuals or five to six couples who meet regularly for Bible study and prayer and commit to accountability, friendship and support. This is a safe place to open your heart and share your feelings. It's a safe place to ask tough questions. This is where lasting friendships are made. It's about commitment and strength and security.

How Will We Make Disciples?

Small Groups- We believe that small groups will form the foundation for our pastoral care and evangelistic efforts. Identifying and training excellent leaders will be the key. We will not be a *church with small groups*; we will be a *church of small groups*. Every ministry team will have its own small group. Adults, teens and children will have small groups. We believe that we must be prepared in advance to preserve the harvest that God will send. Preparation is the evidence that you believe that your prayers are being answered. We are going to prepare for a flood of new people to be won to Christ. Small groups are the proven best way to do that.

We will be following the multiplication model of groups as our primary vehicle of assimilation. Each group meets once per week for relationship, Bible study and prayer. The purpose of these groups will be to have another doorway for evangelism but also a greater ability to provide in-touch pastoral care and one-on-one discipleship. After a new believer accepts Christ, small group leaders will invite him/her to their group that week for integration. Small group leaders will have cards with their group's addresses to give to seekers and new converts so they know where and when to meet.

We will also incorporate the concept of "free market groups" into our genetic make-up from the beginning. These are discussed in more detail in the next section, under the heading of Adult ministries.

Doorway Events- Getting people to come to our worship services is the first step in the process. We will accomplish this through a variety of creative means. Since we don't have a building to call home, we will use places like public schools, parks and other church facilities to

do special events during different seasons. We will attempt to plan at least 6 large community outreach events during the first year that will be doorway events into our church.

Doorway events are not always focused on delivering a gospel message. Most times, these events open the door of dialogue between the church and people who would otherwise not attend a worship service. They usually are centered on having a good time with people while relationships are being built. These doorway events are things like sports leagues and servant evangelism events. The purpose of all of these events will be to get people to our worship services to hear about Jesus Christ.

Care Ministry Teams - We will organize these for follow-up and prayer during worship. Initially, these teams will be comprised of nearly our entire core group. We will need every able body to help so that each person knows that we are a church that cares. With the publicity of the first series of services, we are praying for and expecting a lot of visitors who will need to be loved and prayed for. The Care Team will be in charge of personal follow-up visits with a mug/candle given within 48 hours after a visit, phone calls to invite people back, prayer for new persons and to help new people become assimilated into a small group.

Church Chat- Once per month, we will invite newcomers to the pastor's home for an informal time of fellowship. Small group leaders, who are looking to start a new group or attract people to their current group, will be invited.

Newcomers class- This will be a multiple week class that will focus on the purposes, mission, and core beliefs and doctrines which form the foundation for the new church. We will *not* stress our denominational ties at this point. We will do more of this at the Membership Class 101. We are not trying to bait and switch, just allowing people to decide if they like the church before having to deal with denominational issues.

Leadership Training- Since we will have a growing small group organization, ongoing leadership training will be necessary. We will use John Maxwell's leadership video series for general leadership training and we will use an 8-week small group leadership training for all small group leaders prior to being able to lead a small group. Leadership development will be a continuing focus.

Reaching Out to the Community

We will regularly perform Servant Evangelism: Doing small things with great love to change the world. These small acts of kindness or generosity will help to reach out into the community and show them that we are a church that cares.

Finding totally un-churched people who have no relationship with Christ and seeing them go from a place of non-religiosity to fruitfulness, giving them some basic tools and then releasing them back into the system is our goal.

Servant Evangelism- A functional definition: Demonstrating God's love by offering to do some humble act of service with no strings attached." The offer to show kindness is a profound act of humble service. The most powerful part for the non-believer is that we will not be trying to get them to do anything, or believe like us. To reach the unconnected, we will do messages on love, forgiveness, hope and grace. We will allow the grace of God to change people. We will talk about the power of love and our own brokenness and struggles. We will build this into the DNA of the church from day one.

Key Ministries

Children's Ministry

Our Children's Ministry will be a high priority since our target group is couples within the age demographic who have young children. We feel an urgent need to have a fully functioning nursery and children's church through 5th grade from day one. We want to be a church that puts children first. Our children's church will be **very** evangelistic. Our children will learn to take leadership at an early age by being a part of greeting, leading worship, and helping wherever needed. If we can teach our little ones to lead, our church will be strong for generations to come. It takes little fish to catch the big ones. When we prove that we love their children, the unsaved adults are more likely to listen to our message.

In the nursery area, we will likely have to hire a number of assistants that we can count on from week to week. In addition, we will be recruiting volunteers to minister to these tiniest of God's Children.

We will screen these workers on the basis of their areas of giftedness, willingness to work, and passion for God's word. Our Children's pastor will be responsible for making sure this happens. We will provide a ministry description prior to their working with us and request that they submit to a background check prior to their help.

Procedural issues will be continuing to be refined as we go. Here are a few things we need to be sure and implement.

- We will do all we can to maintain a proper teacher/student ratio at all times.
- We will always have 2 adults in a room with children.
- In the nursery, we will have a check in/monitoring system that will include vibrating pagers for each parent.
- Everything that can be done to ensure the safety of the children at every age will be done.

Our ministry to children will grow as the needs grow. We will be prepared to minister to each age group effectively with as few glitches as possible. We understand that with rapid growth, we may have some staffing problems to deal with, but we know God will provide people support for his initiative, if we pray. Four of us are going to be attending a 2-day conference at Northpoint Church in Atlanta, Georgia. We will come back with a tremendous amount of creative ideas and excitement for our children's ministry.

Youth Ministry

In addition to a great children's program, we will be able to help our youth learn to be Disciples of Christ in smaller groups as well. On Sunday nights, our youth will be combining with the youth at our partnering church, Asbury United Methodist Church. This combined effort on Sunday nights will allow our youth the benefits afforded by a larger group while we build the numbers necessary for a great group of our own. This will continue until we have a sufficient number from our own church to begin meeting separately.

Adult Ministries

We believe strongly in the concept of building a church through healthy small groups. I have already discussed the multiplying small group concept, but we also want to incorporate the concept called "**Free-Market Groups.**" These groups will be organized topically according to the felt needs of the new believers/unbelievers. They will meet for a specified number of weeks only, at the end of which the member can choose a different group to meet and learn from or begin to explore forming their own care/nurture type group. They will be limited in size only by the abilities of the leader. They can meet any night of the week they choose. I believe that the Free Market groups will be the *doorways* to leading others into the home/nurture small groups where effective pastoral care can take place.

The key to all of these groups will be the training of the leadership and also their commitment to multiplication. It will be easier to implement this type of system from the beginning. It will also fill the void of a Sunday school system. Training will be made available for the established believer as well as the new person in Christ. The idea of the free market is that those groups that are effective will continue to exist and those that aren't will either disappear or be retooled.

The appeal of this system is that the topics are not thrust on the people by paid staff. The needs of the people will drive the ministry and they will own what they feel a burden to create. The leadership of these groups will be responsible for the pastoral care in these small groups. The Lead Pastor and staff will have to approve the topics and plan of attack to be taken by the small group, but there will be a lot of freedom given, provided it fits into the purposes of the church previously outlined, and functions within accordance with our Methodist doctrine.

When combining "Free Market Groups" with the idea of multiplying small groups, I believe we can meet the needs of a larger group of people. The more options we have, the greater chance of success. The number of groups we have will grow with our congregation. The beauty is that no matter how large our church becomes, people can always be a part of a small group.

Where Will We Meet?

We believe that God is calling us to reach the northwest area of Wichita. Since this is a growing area where many new houses are going up, city lines are somewhat blurred. The temporary facility that we begin our worship in will not be our final location. We will have to maintain flexibility since local school districts make sure education, not church building, is their priority. Both Maize and Wichita schools are open to using their facilities on Sunday's. The

United Methodist Church presently owns 22 acres of land in our target area at 21st and 135th. There is an option to buy an additional 4 acres that joins this property. The United Methodist Church paid \$280,000 for this land and the city is growing directly towards it. We have defined our geographic target area to include homes that are within a 5 mile radius from the location of this property.

What About The Future?

We believe that God has positioned the new church to begin a movement in our district for planting new and exciting churches. It is our conviction that we should be a planting and sending church. We hope to plant our first daughter congregation in the next 3 years, and reproduce at least one church every three years thereafter. Connecting the unconnected to Jesus Christ will always be our primary purpose. This will be made clear to the congregation from the beginning.

How Will We Pay For All Of This?

We have completed an initial budget of the expected expenditures of our first year of operation. We will be careful to stay within these budgetary limits during the first year. We sincerely hope to raise a significant portion in our first years' tithes and offerings, but figured it would be safer to underestimate the revenue figure to be sure that we have the financing to last through slower than anticipated growth.

To ensure this, we will be asking for one-time donations from our launch team members. This tithe surplus will allow us additional flexibility in the areas of advertising and postage which may be under budgeted.

We plan to start with a part-time children's pastor and part-time worship arts pastor. Since our target market is one that has a lot of young children and excellent worship is essential, we feel we would be wise to do this well from the beginning.

In conclusion, the dream is alive and it is well! As we press forward into the unknown, God continues to add faith and vision for the new work. Jesus said in Matthew 16:18 "I will build my church, and the gates of Hell will not prevail against it." It is Jesus' church and we are open to His leading. Colossians 2:27 tells us of "this mystery, which is *Christ in you, the hope of glory.*" It is not our abilities or talents that will make this new church grow. It is Christ in us, seen in everything we do, which will lead this new church in the direction that God wants it to go.

We are asking God to accomplish immeasurably more than all we can ask or imagine, according to His power that is at work within us (Eph. 3:20-21). We have dreamed and planned for a great work. However, I believe God desires to do something far beyond our greatest expectations.

I was raised on a farm in Mulvane, Kansas. My favorite time of the year has always been wheat harvest. Watching the combines in large fields cut the amber waves of grain is an awesome sight. No longer do I look at the harvest in the same way. I now see the un-churched thousands that God wants to reach with the message of His love and transformational power. Jesus' words are my passion and the motivation that drives the dream that is within me. "The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into His harvest fields" (Matt. 9:37-38). To Him be the glory forever, and ever, amen!

KEY AREAS TO ADDRESS IN A STRATEGIC ACTION PLAN

1. Vision
2. Vision Casting
3. Mobilizing people for ministry
4. Leadership development
5. Core Values
6. Need meeting ministries
7. Reaching secular people
8. Evangelism
9. Ministries:
 - children, youth
 - women, men
10. Preaching style
11. Worship & who you are trying to reach
12. Small groups
13. Team building-or transition strategy
14. Change agent
15. Fervent spirituality
16. Financing the church and ministry
17. Keeping relevant in the culture you minister in
18. Reaching unchurched
19. Recruiting people according to spiritual gifts (101-401)
20. Empowering leaders
21. Flexibility & functional structure
22. Seeker friendly
23. Celebrative worship
24. Loving relationships
25. Staffing
26. Assimilation
27. Church planting strategy