



10 Year Plan Fall 2019

Stage 1:

Years 1-3: 2019-2021

Theme: Equity

Focus: Consistency and Growth

Spiritual Goals: Increasing the influence of the Bible on daily life

- Sunday Messages – practical and Bible-based
- Continue to enculture Journey's Core Values
- Application Questions each week – In-Between Sunday
- Regular social media posts/stories about the Bible impact on daily living

Relational Goal: Developing/maintaining practical, invitational, reliable and meaningful relationships

- Journey Groups - continue to be a church of small groups (not just with small groups)
- Accountable relationships/tribes – develop one-on-one or groups of three meeting regularly (Hebrews 10:24-25)
- 20% annual growth (Sunday attendance)
- Add additional services (Saturday night)
- Invest in younger leaders (pastors, elders, and leaders) with a view for Journey's impact 20-30 years from now

Financial Goal – Ministering in our means – preparing for property ownership

- Utilize existing staff and budget (only minor budget increases – less than 5%)

- Minimize spontaneous, unplanned or unbudgeted purchases
- Consistent giving increase
 - 20% growth would be 35 new families a year
 - 50% conversion rate = 17 new giving units a year
 - Average giving is \$201 a month = \$41000 annually or a 6% increase annually
- Prepare for capital funds campaign
 - 3 million - \$18000 monthly (with insurance, etc.) – 4000 month increase
 - 20% down = \$600,000
 - 338 givers now – 373 in two years = \$1600 per giving unit for down and \$11 month increase for monthly payments

Stage 2:

Years 3-5: 2021-2026

Theme: Leverage

Focus: Capture and Launch

Spiritual Goal – Coached Growth (Jethro Principal – Exodus 18)

- Coaches of groups of ten leaders
- Continue to invest in next generation of leaders (elders and pastors) with a view of handing off in next phase

Relational Growth – Exponential Growth (all-by-itself principal – health breeds growth)

- Grow healthy relationships which spur personal invitation and growth attracts growth

Financial Growth – Buy/Build/Populate

- Build out new facilities

- Utilize exterior/parking lot to join buildings
- Fill spaces with people
- Continue to increase giving in line with 20% attendance increase

Speak to emotion with emotion
Put water on the little fires

Be committed to the vision, core values and to participating in ministry

Pray regularly

How can I help in the long run:

Work the plan!

Stage 3:

Years 6-10: 2027-20231

Theme: Reinvest

Focus: Expand and Hand-off

Spiritual Goal –

- Develop and implement eldership and teaching hand-offs to next generation
- Develop and implement cessation plan in lead pastor hand-off, lead pastor reallocation

Relational Goal

- Continue with exponential/invitational growth

Financial Goal

- Plant /birth church plant
 - Allocate % of budget to seed fund

How can I help in the short run:

Partner with the plan

Remember that the church is the people of Jesus