

# 2 Year Planning

*Resource for Church Planters*

*Developing Vineyard Churches*

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## Introduction: Writing Your Two Year Plan

This packet is created for church planters within the Vineyard Movement to begin developing their 2 year plan for a future church plant. This guide helps the planter begin to develop their own plan. This is not an application or template for how a two year plan must be created, rather this is a resource to understand how one of these plans are written. Church planters will create their plan and work through that document with their sending pastor.

To begin, create an outline for a written plan. Think through each section. Create a written description for each item and compile them in the following order. You will then see three examples of proposals to reference.

- 1. Why start a new church?**
  - a. State your calling
  - b. State what kind of church you envision
  - c. Demonstrate the need for a new church
  - d. Explain why you are the founding church planter
- 2. Who is my ministry focus group?**
  - a. Describe your target group
  - b. Describe the community needs
  - c. Include appropriate demographics
  - d. Describe your reasons for selecting your location site
- 3. What kind of church are we trying to plant?**
  - a. State your core values
  - b. State and expand your mission statement
  - c. Describe your church's ministry style
  - d. Define your ministry model
  - e. Draw your ministry flow chart
- 4. With whom will you plant this church?**
  - a. Describe your ideal launch team
  - b. Include a profile of any confirmed ministry partners
  - c. Define the specific roles you expect to fill
  - d. List the team members you will need
- 5. How and when will you plant this church?**
  - a. Include a detailed strategic plan
  - b. Include a detailed time line for the first 18-36 months
  - c. Include a detailed explanation of how you will gather your core
- 6. How much will it cost?**
  - a. Include a start-up budget
  - b. Include a cash flow analysis
  - c. Define your funding strategy
- 7. How can one be involved?**
  - a. Join the Intercession prayer team
  - b. Volunteer time to help
  - c. Suggest potential contacts and network
  - d. Give equipment you have for project
  - e. Financial support one time or monthly

## Two Year Plan Example #1

### *A Church Planting Movement: LifeChurch*

Mission: *Pursue a passion for Jesus and His purposes on the earth.*

Current team:

- NAME FIRST LAST (2 children)
- NAME FIRST LAST (grown children)
- NAME FIRST LAST (3 children)
- NAME FIRST LAST (2 children)
- NAME FIRST LAST (no children yet)
- NAME FIRST LAST (single, no children)
- NAME FIRST LAST (single, no children)

### *Phase I*

- 6 months, beginning March 1<sup>st</sup>, 2003
- We will spend about six months in a “pre-public” phase for team building and training. We will establish the rhythm of a “cell-type” meeting on Sunday afternoons and a “celebration-type” gathering on Wednesday nights. Sunday “LifeGroup” is where people minister to each other as the church. In Phase II, this will include embracing those we’ve been reaching out to relationally to share the Life of Christ. Wednesday Celebration is where celebrative worship and teaching inspire members to “be” God’s “ekklesia” (called out ones/church) as a lifestyle throughout the week.

### *Goals in Phase I*

- Develop unity in vision and values
- Practice cell/celebration meeting model
- Train team in relational evangelism and discipleship
- Recruit a worship leader
- Identify, recruit and train new LifeGroup leaders for future phases
- Establish consistent intercessory prayer meetings
- Team members prayerfully and intentionally build friendships with the un-churched in the community

## *Phase II*

- 18 months, beginning September 1st, 2003
- This will mark the beginning of our “public” phase. We will continue the rhythm of a “cell-type” meeting on Sunday afternoons and a “celebration-type” gathering on Wednesday nights. We begin using one of our “cell-type” Sunday meetings per month as an activity related bridge event and invite the un-churched (i.e. BBQ’s, picnics at the park, etc.). We grow slowly on a highly relational basis, friend to friend, house to house and nation to nation.
- LifeGroups grow and multiply intentionally as well as commit to a lifestyle of relational evangelism and discipleship while equipping and releasing new leaders.

## *Goals in Phase II*

- (5) Solid LifeGroups and (1) section leader by September, 2004
- (8) Solid LifeGroups and (2) section leaders by March, 2005
- Vision and values deeply engrained in core group as evidenced through fruitful lifestyles

## *Wednesday night teaching*

The first couple years of teaching will be values driven exhortation about “why” and “how” to love God, each other and the lost. Some example topics listed:

### Love God

- Seeing and living for God’s Glory
- Daily, vital, life-giving relationship (devotional prayer life)
- Why we worship
- The Kingdom
- Stewardship

### Love each other

- New community
- Spiritual fathers and mothers
- Spiritual gifts

### Love the lost

- Getting God’s heart for the lost
- Taking the Gospel into un-reached people groups in our community through relational investment

## Two Year Plan Example #2

### *The Royal Oak Vineyard*

#### *Target*

- Primary Focus: Royal Oak, Ferndale, Oak Park, Madison Heights, Birmingham (S: Eight Mile Rd; E: Dequindre Ave; W: Southfield Rd; N: Big Beaver Rd).
- Larger Focus: Gratiot Ave (from downtown) to Utica Rd (south) to M59 (west) to Orchard Lake/Pontiac Trail (southwest) to Haggerty Rd (south) to I-96 The Jeffries (east) to the Southfield (south) to Michigan Ave (east) to meet Gratiot downtown.

#### *Characteristic People*

- “Detroit Dave”—Early 30’s, married, likely to have a child or two. Middle class, some connection to industrial sector and auto industry. Most likely grew up in Detroit; parents probably own property in southeast U.S.. Most likely owns a major recreational toy and travels west or north in Michigan for holidays. A big fan of the Red Wings, roots for state alma mater basketball or football team. Rarely travels into the city except for sporting events; Royal Oak or Novi more likely. Probably has a Christian background, either fundamentalist or Catholic, some Word of Faith especially if African-American. His dream would be to strike it rich, retire early in a nice home away from the city. Would likely never admit it, but probably at least a little scared of the city or of people of a different ethnicity.
- “Royal Oak Renee”—Late 20’s, less likely to be married but might be living with her boyfriend. More likely to have a gray collar job connected to intellectual jobs. Likely to have at least one gay friend and friends of other ethnicities or races; comfortable in social settings outside of her own ethnicity. More likely to be open to or have experienced a non-Christian religion or have friends who have done so. Less likely to travel to other areas of the city for culture.

#### *Specific Target People*

- Those in their twenties and early thirties (realizing that, at first, this is the group we are most likely to attract), likely to have no kids.
- Those who are young and young-at-heart, sharing a similar attitude and way of thinking about life and the present cultural situation (generally more postmodern in outlook, although not the hard-core philosopher types and not necessarily GenX in generation).
- Those who are fairly educated (college or equivalent) with professional jobs, who are interested in life and its questions and stopping to reflect and who live with some form of intentionality.
- Those who are broken and with questions and who have been shut out by the Church in the past; those inside and outside the Church who see God as dead; those who see the Church and Christian life as boring; those who see the Church as full of hypocrites; those who look for hope in other things (like the liberal social agenda, Buddhism, Islam, the Cult of Mammon, or radical skepticism).

### *Team (Committed)*

- NAME FIRST LAST: Vision, leadership, encouragement (teaching, evangelism, mercy/healing, prophecy).
- NAME FIRST LAST: Hospitality, mercy (worship, pastoring, evangelism).
- NAME FIRST LAST: Pastoring, administration, leadership, teaching.

### *Team (Desired)*

- Those who are self-feeding, reproducing, passionate servant leaders.
- They should be possessed of solid character, a vital spiritual life, a track record with meaningful use of gifts and skills and an ability to implement vision and follow my leadership (and the team as a whole).
- They set an example of the Kingdom life that we are calling others into.

### *Plan*

#### *How do we plan to gather a core (leadership) team?*

- This step is not implemented first, with the gather of “the first 50” after; rather, they are done simultaneously.
- Look for Christians with no “home” (or who are appropriately dissatisfied with their “home”) to train and impart vision to.
- “Go where the leaders are.” Look for those who lead volunteers in civic groups or other types of organizations, like sports clubs and work with them (maybe save them first!)
- Find leaders at student groups (at Wayne State, etc.) and work with them, especially those who are not being mentored already.
- Spend some extra time with potential leaders (team members), imparting vision to them and modeling values to them through shared life.

#### *How do we plan on gathering our first 50 people?*

- Through personal relational contacts on my part, from my prior church, high school, college and family. I hope to develop these relationships prior to moving and after moving. I plan on attending my 10 year high school reunion to meet people in September 2000.
- By sending out a letter (once we’ve moved) to area Vineyards (Milan, Lansing, grand Rapids North, Lakeshore, Toledo, Cleveland) letting them know who we are and that we are starting a church in the Royal oak area and that they can send any contacts our way should they feel comfortable doing so.
- Through regular, weekly involvement by my wife and I in the community among non-Christians. We hope to start once-a-month book club together in our apartment building complex and I hope to be involved in community sporting events like pick-up ice hockey or softball probably on a bi-weekly basis. Megan hopes to get involved in some form of community center or the local branch of the community college. We also hope to spend time going out to coffee shops, etc. in hopes of meeting people there (at least once a week fairly specifically for this purpose).
- Through other members of the team also regularly getting involved in these types of activities as well (preferably not joining in on all of our activities, but engaging in some of their own).
- Through relational contacts of people we know in Chicago, either from Evanston or other local Vineyards and those from other MI Vineyards.

- By multiplying our house group(s) at the appropriate number (roughly 20) so that we can continue to grow in these groups and maintain intimacy and the kind of community that is attractive.
- By having involvement as a community of Jesus-followers in the Royal Oak community, as a witness to the Kingdom and a demonstration of what we are about (and to participate with God in his mission). One way is through community-based service/clean-up projects in the parks, etc. Another way is through working with the poor, mainly through joining with others who are doing this regularly and well, rather than starting something on their own. Two possibilities would be the Detroit Rescue Mission (serving food, clothing, etc. and other things) and the Genesis House (a home for battered women).
- Through monthly (at least) potluck gatherings designed to be fun, bring people together, and open up possibilities for new people to visit. These will be before and after the start of our first house group, perhaps once a month during core team development time, then every other week through spring and perhaps weekly in summer.
- Through hosting parties on holidays like Valentine's Day, 4<sup>th</sup> of July, etc.
- By getting involved somehow at Wayne State University through relational contacts who attend there. Maybe I could be invited to speak at one of their campus ministries.
- By engaging in service projects/servant evangelism to specific people we know or come in contact with who are in need (like single moms needing babysitting, older people needing work around the home, etc.). These are not broad, blanket events, but fairly targeted and specific. We will need to be intentionally looking for these opportunities. Possibly do something like this as often as each month; to this end we could use some creative "promotional" materials, so that we have little cards to give out detailing who we are.
- NOTE: One thing to be aware of is the idea of "network of relationships"—that most people know about 30-40 people, so when we run with one relational vein, don't be surprised when it eventually runs dry. Keep eyes and ears open for new relational networks while working with the first and keep room in schedule and activities to establish new networks. This will prevent lag time in growth and momentum.

*(Aside: Small Group Thoughts)*

- We would like the house groups to meet each week, taking off one month a year (not all the same month) and probably some time at the holidays and something like one week a quarter have them take a Sabbath.
- It is imperative that we be involved in training and equipping and not merely teaching (or even discussion). We must be involved in training people to be authentic Christian disciples (people who grow and change, pray, give, serve, love, engage, etc.) all in accord with our understanding of what constitutes a mature Christian disciple.
- Our small groups must continually seek to embody the life of the Kingdom, the gospel community, so that we can invite others into it. This begins with the core team.
- Begin our first house group with an introduction and then spend the next ten weeks going through the Alpha Course; this gets everyone on the same page, introduces people to the course, lays out many core values and helps embody/reinforce the evangelistic priority/value.
- Then we'd spend the next several months topically going through emphasizing different elements in our vision and values, like the Person of God, the Kingdom, the Church and the Christian life (worship, discipleship, evangelism, service, prayer, giving, gifting, etc.); this format would be discussion and training as appropriate.

- We would hold that it is vital for house groups to periodically focus outside of themselves to remain healthy and doing this is critical for the members' discipleship, so we would encourage, as a regular practice, for all groups to take any fifth week of the month as a time for a servant evangelism or service project and to take an opportunity at least once a quarter to do something which is primarily other-focused (service project, intercession, watching a missions video and praying, servant evangelism, hosting a dinner for strangers, etc.).
- We believe that small groups are an important and critical vehicle for gathering and connecting people and helping them enter into mid-level discipleship. As our church plant grows, we would like to create structures and opportunities for more mature disciples; this would not happen until after we have gone to a weekly service, but ideally not too long after that. One experimental route would be the "missional discipleship group" (MDG), a small group of 4-10 people who gather around a common sense of passion and calling for a particular mission (primarily outside of, but possibly inside of, the church), activity (in which they would join God as he works to renew and recreate all humanity and the whole world); then, in the midst of being involved with this mission, they would agree to hold each other accountable to certain disciplines and practices of the Christian life (like prayer, solitude, meditation, celebration, etc.). Thus, there is an outward and an inward focus to these groups. These groups could even then become spearheads of ministries in which others in the church could join to serve and experiment.

#### *How do we plan on gathering our second 50 people?*

- I am expecting we will begin to gather our second 50 people after we have already gone to a weekly public service. The activities below are not done in place of activities that were done in arriving at our "first 50," but rather, are seen as additional possibilities that come with extra resources. The discipleship and community building which characterized the gathering of the "first 50" will not now disappear in lieu of a growth-centered attitude.
- By intentionally cutting in half the time I am spending now with people that are already involved and continuing to intentionally spend that time to meet new people (in coffee shops, community sports, etc.).
- By identifying 4-6 men (at least two of which are not on the core team) and doing a men's leadership development discipleship group with them, pouring into them vision and mentoring them. I want to continue to build into core team members and also expand the leadership outside of that circle. This might be too much to do though, on top of everything else (service, leading a MDG and possibly teaching classes), so I might have to see how much people want it, possibly wait until the late end of this process and/or make it short and sweet.
- Engage in various servant evangelism events: seat warmer give-away at Liddel Arena in Royal Oak (or Joe Louis downtown), Easter egg giveaway at Easter, community Easter Egg Hunt in the park for kids, insulated "beverage holder" give-away on a hot summer day at the parks, etc.
- Definitely we can have various creative promotional items for people in the church (esp. key leaders) to give away to friends and acquaintances.

#### *How do we plan on going to a public service?*

- Do a sneak-preview once-a-month service for a few months, starting either September 2001 or January 2002. This introduces people to the idea of a service, helps us get used to administrative details and gives us a chance to invite people in to see us.
- Plan on going to a public weekly service either in January 2002 or at Easter time 2002. It would depend on when we started the sneak-preview services and how well they went. I would not want to start any

later than Easter for fear of burning out my core team.

- Location: There are several open storefronts available right downtown in Royal Oak, or along other major streets, that we could rent for a space; also, there are several elementary schools, two YMCAs and a community center/ice rink that could work, not to mention the local branch of the community college that might have space.
- Advertising: word of mouth through friends for sneak preview services. For the weekly service we would continue that, plus post notices at coffee shops and such (if possible), maybe run an ad in the local paper, run a radio spot (?) and get ourselves in the Yellow Pages. Also, we could engage in some servant evangelism events (for others, see above): do a cider giveaway around Halloween for the sneak preview service, do a present wrapping event at a local mall (like Oakland) in December, give away Thanksgiving-type food (especially to poorer people).
- Childcare: probably we would not have any childcare available at our sneak preview services and would see if that were a problem. For the weekly service, we will find a place where childcare is possible and will have some qualified worker(s) available.

*(Aside: Service Thoughts)*

- The sneak-preview service would be very much like Contact, though a bit better rehearsed and organized and with communion each time. We would see what type of reaction this type of service elicited and how well it worked with the attendees.
- We would want to keep most of these same elements for when we went to a weekly service. The ability to do this will likely limit where we decide to meet.
- For the first several months (winter/spring), we will go through the Gospel of Luke (key portions) and use this as an opportunity to tell the story of Jesus and highlight key elements of our vision and core values. We will try to get a few guest speakers during this time to speak on other topics. Then during the summer, we could speak on “Cries of the Heart” from the Psalms, which brings out emotion, human dilemmas and artistry. Starting in the Fall, we will go through the Christian story (the biblical narrative) from creation forward, which gets everyone on the same page, highlights key values and will help people find their place (and our church’s place in God’s mission to renew and recreate the world and all humanity).

*(Aside: Post-Service Thoughts)*

- Around the time of the weekly service (start mid-January or beginning February), start an Alpha course, run by Meg and I (with apprentices) to catch newcomers. Then we could do another Alpha Course in the summer with new leaders.
- Concurrent with the winter Alpha, run a “discovering your calling and gifting class” for 4-5 weeks, for people who are already Christians. I could run this again after winter Alpha Course is finished.
- Once the second class is over, I could then start experimenting with leading an MDG. Hopefully by this time we will have enough people familiar with their calling to participate.
- Once we go to a weekly service, we can do more regular servant evangelism events, since we will have something to invite people to. We could even do one to help promote the Alpha Course that we run in the winter.

*Finances and Prayer**Sources*

- Both [Church Planter and Spouse] intend on working.
- We intend that others on the team work and that we all tithe to the church plant.
- We will seek to raise support from people outside the Evanston and Royal Oak Vineyards. We hope to raise \$500 in one-time gifts and \$500 in monthly gifts over the first year.
- We intend to find at least 31 people who will pray for us one day a month for the first year.

*Plans for spending the money*

- The first year's priorities for money are developing leaders and the core team, outreach oriented materials and then facility costs for the sneak preview service (and any costs for gathering our several HGs together for vision, celebration, etc. as well as any equipment costs for these events).
- The second year priorities are facility costs, outreach-related materials, developing leaders and then compensation for lead church planter.
- At the end of the first year, we expect to have roughly 40 adults, about 20 of which we consider regulars and who give to our church (roughly \$20/week/head). At the end of the second year we hope to have roughly 90-100 people who consider this their church and about 50 of who regularly give.
- Rough division of spending by year:
  - First year: 3% to AVC, 2% to future church plants, 5% to the poor, 3% to overseas missions, 10% to savings, 12% to leader development, 5% to facilities rental, 10% equipment purchases (worship, sound, etc.) 50% outreach and ministry costs.
  - Second year: 3% to AVC, 2% to future church plants, 5% to the poor, 3% to overseas missions, 10% to savings, 15% for facilities rental, 27% to pastor compensation, 5% for equipment purchased and 30% to outreach and ministry costs.

## Two Year Plan Example #3

### *Vineyard Christian Fellowship of Albany*

#### The Pastor

- The senior founding pastor of VCF/Albany is CHURCH PLANTER Colquhoun. CHURCH PLANTER and his wife SPOUSE are both from up-state New York, but have lived in California for the last 11 years. While in California, CHURCH PLANTER served on the pastoral staff of the Anaheim Vineyard Christian fellowship (mother church and denominational head quarters for the 600 member Association of Vineyard Churches; AVC) and completed seminary at Fuller Theological Seminary's School of World Mission. CHURCH PLANTER and SPOUSE have 4 children.
- CHURCH PLANTER has been in pastoral ministry for over 13 years, serving as a youth and children's ministry pastor, Christian School principal and was director of the pastoral internship and church planting programs at the Anaheim Vineyard. While working with AVC's California Regional Church Planting Task Force and with the potential church planters at the Anaheim Vineyard, CHURCH PLANTER and SPOUSE began to seriously reconsider how they could best fulfill the call of God on their lives to raise up and release new church planters. After several months of seeking specific direction, they visited Albany in march of 1997. While SPOUSE had grown up in the Capital District, CHURCH PLANTER had only briefly visited the area many years ago. After this visit, however, they both felt certain that they were to relocate to the Capital District in June of 1997.
- CHURCH PLANTER's passion is to see new churches developed, which will reach this generation with the gospel. He is committed to seeing young leaders trained and released in order to impact this generation with the gospel of the Kingdom. While there are many different models for ministry, which all aim toward introducing people to the good news, CHURCH PLANTER and SPOUSE are committed to the planting of new churches. They believe that the most effective means under heaven for evangelism, Discipling people, training new leaders and releasing workers into ministry is the establishing of congregations which will in turn sponsor and plant new churches. They have a desire to create a community of disciples who give their hands to serve and their hearts to love.

#### The Community

##### Colonie Demographics

- The Albany VCF will be located in the Town of Colonie (pop. 84,000) in central Albany County, the heart of the four county Capital District. The population of Colonie and other suburban communities north of the city of Albany are growing. Albany County's growth was second only to neighboring Saratoga County during the last 10 years and is expected to top 300,000 by year 2000. Regional trends forecast the most rapid increase in population to occur in the 35-44 year age group, followed closely by the 45-64 year age group. The 1990 census determined that the median age in the Capital District is 33.9. Albany County residents are, over all, better educated than most population groups. There are over 70,000 college and university students in the region on 17 different campuses. Albany residents' educational attainment is well above the national average: 28.3% have completed 4 or more years of college (23.1% is the US average) and 80.1% have completed 4 years of high school (75.2% US average). This can be expected in a region where over 46% of the work force is employed in either Public Administration, Educational Services, health Services or other Professional Services. Over 63% of the Capital Region's work force is employed in White Collar jobs, compared to the national average of 53%. This has resulted in a degree of prosperity for the Region: the per capita income is \$15,459, 26% higher than the national average.

### Religious Heritage of the Region

The community has many large Catholic and many struggling traditional denominational churches. The following is a brief outline of some of the significant events in the early religious history of the region:

- 1760-1775 The Albany region is not significantly impacted by the Great Awakening
- 1776 Ann Lee and Shakers form first community in Colonie
- 1828-1836 Evangelicals grow from a minority of 25% of population to over 54% (Janssen, p. 39), along with rapid growth of Spiritualism and birth of Mormonism in near by Wayne County.
- 1843 World does not end as predicted by William Miller and in nearby Washington County the Seventh Day Adventists movement is birthed.
- 1858 Reformed churches in Albany report cheering revival and special services (Janssen, p. 84).
- 1868-69 Reformed Churches see nearly 500 people “received on confession” and report that home prayer meetings begin to meet seven days a week (Janssen, p. 85).
- 1898 “Pentecostal Blessing” hits First Church in Albany with 1200-1300 people attending a series of morning meetings. The report says “hundreds have been brought to believe in the Lord Jesus Christ and multitudes have testified to the quickening influences they have experienced in the spiritual atmosphere that has filled the temple of God” (Janssen, p. 85).

### The Need For New Churches

- America is the third largest unchurched nation in the world, with over 195 million people who do not go to church.
- During the last 10 years, the combined communicant membership of all Protestant denominations has declined by 9.5%, while the national population has increased by 11.4%.
- No county in America has a greater percentage of churched persons today than a decade ago.
- Declining percentage of Americans who attend the church:
  - 1991: 49%
  - 1992: 47%
  - 1993: 45%
  - 1994: 45%
  - 1995: 45%
  - 1996: 37%
- Churches lose 2,765,000 people to nominalism and secularism each year and between 3,500 and 4,000 churches close their doors each year for the last time, while only 1,100-1,500 churches are started.
- The United States—the largest post-Christian nation on earth—the third largest unchurched nation—this supposed Christian nation leads the world in every category of violent and domestic crime and social decay.
- While the Region has a rich religious history, there do not appear to be many churched that are rapidly growing. There are very few growing evangelical or charismatic churches over 300 and most of the historic churches appear to be in decline (the annual report of one historic church is one of the fastest growing churches over the last three years). There are two newer evangelical churches in Colonie that

are experiencing good growth (Grace Fellowship and Christ Church) and there is a growing sense of unity among evangelical and charismatic churches. Many are gathering to pray for revival.

- At the same time, a recent Times Union front page article (April 6, 1997) was entitled “Capital Region is a spiritual draw. The article went on to say, “The Capital Region is not only the seat of state government, it is also a hotbed of alternative religious groups... the region’s history of religious experimentation, proximity to major cities and numerous colleges has made it a natural draw for spiritual groups looking for a welcome place to practice their beliefs.” It is our conviction that most of the people involved in these alternative groups were not able to connect with existing traditional churches in the region, but that they might be enfolded into newer non-traditional Christian churches like the Vineyard.
- A front page story in the Times Union on Saturday March 22, 1997 was entitled, “In a wealthy community, hunger still grows: Colonie mirrors state in having more people seek meals from pantries and soup kitchens. Staff writer Lara Jakes went on to describe the dramatic increase in activity in local food banks and the growing population of homeless people living in motels along Route 9. County Legislator Paulette Barlette from Colonie notes in the article that people have the misimpression that everyone in the town of Colonie is well off and there is no need. That is not true. People have to be aware that the demographics are changing. Something needs to be heard.
- We believe that there is also a growing spiritual hunger in the town of Colonie. It is our hope that establishing the Albany VCF in Colonie will have an impact on both the physical needs of the poor in that community as well as on the spiritual poverty of those without Christ in this community

Vision Statement: Hands to serve- hearts to love

Mission Statement: The Albany Vineyard is a community of disciples who give their hands to serve and their hearts to love, fulfilling Jesus’ command to love God and our neighbor as ourself.

- Community: A people who have found a vital relationship with the Lord Jesus Christ and each other through the power of the Holy Spirit.
- Disciples: A people who are fully devoted followers of Jesus Christ and have chosen to be equipped to live as citizens of His Kingdom.
- Hands to Serve: A people who’s faith is put into action, touching the poor, broken and hurting in our community, region and world with the love of Christ.
- Hearts to Love: A worshipful people who love the Lord their God with their whole heart, mind, soul and strength—and their neighbors as themselves.

#### Our Values

Every church has its own unique personality or philosophy of ministry that reflect the values of that group. Our values are rooted in scripture and influence our style and approach to ministry. They are:

- The passionate pursuit of God and hunger for intimacy with Him in worship (John 5:19-20, John 4:23).
- The equipping of every believer for life and ministry, expressed through an emphasis on multiplying and releasing people to serve in the power of the Spirit (Ephesians 4:11, 5:18-20).
- The authority of the Bible as our guide for all faith and practice (2 Timothy 3:16, James 1:22).
- Love for the whole church of Jesus Christ and the unity of the saints (Ephesians 4:3-6).
- Personal relationships that are based on compassion and mercy for the hurting and acceptance of those who come to us (James 2:13, Romans 12:9-13).

- The desire to share and be generous stewards of all of the blessings that the Lord has given to us (Matthew 10:39, 2 Corinthians 9:6).
- Simplicity and humility expressed in an approach to ministry that draws attention to God and His faithfulness and not to ourselves (James 3:13, 1 Corinthians 2:2-5).
- The establishing of a community and environment in which it is safe to risk and serve in new areas of ministry (Galatians 5:22-26, 1 Corinthians 12:27-31).
- The building up of families and the nurture of children, while embracing every adult believer who identifies with our church family (Matthew 18:1-10, Colossians 3:12-15).

Vineyard Philosophy of Leadership (leaders must be marked by the following characteristics)

- Integrity: Leaders are trustworthy, morally sound, pure of heart, godly in character and vigilant to avoid bringing disrepute to the Lord, the church and their calling (Matthew 25:14-30, 1 Timothy 3:1-13).
- Calling: Recognition of the Holy Spirit's anointing, gifting and calling are primary qualifications for leadership in the church (Acts 6:3).
- Biblical: All leadership practices, policies and decisions are submitted to and shaped by Scripture (2 Timothy 3:16).
- Spirit Led: Leaders seek God for direction, expecting to hear his voice and lead the people in fulfilling his word. In other words, our strategy of ministry is led and empowered by the Spirit of God (Acts 13:1-3).
- Servant Leader: Leadership authority is rooted in calling and service. Titles are played down in recognition of servant leadership function. You are what you are, not what you say you are (Matthew 20:25-28).
- Equipping: God fulfills his purposes through the whole church; a significant part of the leader's task is to identify, train, deploy, monitor and govern the body's members (Ephesians 4:11-13).
- Loyal: Leaders work together in committed teams, willing to listen to each other and defer to each other in order to fulfill God's purposes (Acts 15:1-4).
- Humble: Appropriate self-disclosure, meekness and submissiveness to God's will closes the gap between and among those in professional lay ministry, and reflects the humility of redemption (1 Timothy 1:15-16).
- Teachable: Leaders are willing to receive instruction, correction and encouragement from others (Proverbs 9:9, 13:1, Galatians 2:11-14).
- Merciful: As recipients of God's mercy, we freely extend it to the broken among us—especially the poor, needy and imprisoned (2 Corinthians 5:18-21).
- Visionary: Vision is the ability to see things that are not as becoming reality (Hebrews 11:1). A vision of Christ and his kingdom is all-consuming; it gives leaders and the people they lead the meaning and purpose of which they all long (Proverbs 25:18, Acts 2:17, Hebrews 2:2-3).
- Reproducing/Fruitful: Leaders are those who can identify, train and multiply other leaders in ministry via mentoring relationships (Acts 11:25-26).

## The Plan: Objectives

- Vision Meetings
  - Monthly meetings to discuss vision and mission of new church
  - Develop network of people interested in a Vineyard church
  - Fun background bar-b-q format with 20 minute sharing, written proposals given out
- Gathering Activities
  - Door to door in neighborhood with surveys (CHURCH PLANTER, 10 hrs/week)
  - Mailing to interested people (invite to back yard party)
  - Begin evangelistic small groups (start one per month)
  - SE (Servant Evangelism) Team activity (once per month)
  - Form team to plan Halloween Harvest Night
  - Form team to plan Healing Seminar
  - Form team to do Alpha Group
- Leadership Development
  - 8 week Bible study on Vineyard Values and Leadership Philosophy (3 times a year)
  - Quarterly retreat day to pray over vision/planning/refocusing
  - Attend regional Vineyard Conference together
  - Monthly Ministry Team Meetings
  - Monthly Leadership Team Meeting
- Celebration Meetings
  - Add Saturday night once a month worship event in February
  - Begin with first Sunday night of month for Christians
  - Begin a Sunday morning outreach service when:
    - 3-4 small groups are up and running
    - Ministry team of 30 people to serve at service (greeters, children ministry, etc.)
    - Worship team in place
    - Facility found to meet in/right timing (i.e. Easter, September or January)

## Short Term Goals

- Family moved, settled, jobs started August 15
- First Home Group Meeting August 20
- First Vision Meeting (2<sup>nd</sup> Saturday) 6:00 pm September 13
- First SE Outreach September 20
- Team for Halloween Outreach in place October 1
- Saturday Bar-B-Q Outreach October 11
- First Sunday Night Celebration November
- Saturday Night Outreach Service January

## Developing A Shared Vision

Introduction: It is estimated that less than 4% of the evangelical churches in the United States intentionally retreat to pray, plan and envision the future with their leadership teams. Therefore, the tyranny of the urgent is running their staff meetings and calendaring. Hurried, reactive, marginless planning will do more to frustrate a godly church's growth than any other attack of the devil. So, when we are beginning a new church, we need to ask ourselves, "What is involved with developing a healthy core group?" Let's start with the end in mind.

1. The Key principle behind intentional planning, prayer and vision casting:
  - a. You are always in the first year of your five-year plan. Why? Because the terrain is constantly changing.
    - i. You will have to react to things you cannot see in your planning.
    - ii. It keeps you depending on God to lead the church.
2. What happens to a church that does not intentionally retreat and pray, plan and envision the future on a regular basis?
  - a. They begin to loose momentum or energy to move forward and eventually require outside attention. Here are four stages I have observed:
    - i. Stage One—Resourcing: All growing churches require resourcing to move ahead.
    - ii. Stage Two—Refocusing: If they don't intentionally retreat, plan and pray in Stage One, they move to this stage. A church is still healthy here but needs more serious help to refocus to the changes happening around them and in their body.
    - iii. Stage Three—Restoring: If a church ignores the first two stages and still does not retreat to envision the future, their momentum will slow to a crawl. This is where strife, conflict and members begin leaving. You will need professional help to survive this level.
    - iv. Stage Four—Restarting: It's too late; your church has been ignored and now needs to be shut down or restarted. This is why the Bible says, "Without vision people perish."
3. How do you get from 10 new believers to 1000 new converts? The answer is CHANGE! Growing managerial skills are required to adapt to change.
  - a. There is an ugly saying that says, "I either change or exchange you." The same is true for the leader when there is no growth happening.
4. Who should we take with us when we retreat to envision the future plan?
  - a. Bob Logan once told me that he and his staff retreated for a long day and a half once a month just to keep the momentum of their church moving ahead. Staff meeting deals with day-to-day issues we all face. We need time to deal with the horizon and the bigger question of the vision. Some retreat every three months. You'll have to decide what time fits you. If all your sub ministries retreat for a half-day every three months and report to you their findings, you will have much to pray about and integrate together. What questions should you give your staff and sub ministries to answer? Define what God values.

5. Here are some of the benefits that come with the spiritual discipline of intentionally retreating to pray, plan and envision the future of your church:
  - a. It connects programming to win the entire family to Christ.
  - b. It gives you a vehicle to field test new ideas.
  - c. It enhances already existing leadership teams.
  - d. It unifies staff but does not manage everyone the same.
  - e. It brings proper value to all types of ministry.
  - f. It encourages new apprentices to grow.
  - g. It creates healthy accountability.
  - h. It reflects the needs of the church so changes can be made.
  - i. It celebrates the Holy Spirit work and builds teamwork.
  - j. It addresses the complex issue of governing today.
  - k. It allows leaders to learn from each other.
  - l. It creates self-managing leaders.
6. How do you unify your core group for prayer, planning and moving into the future with the dreams God gives you?
  - a. You begin by asking two leadership questions:
    - i. What is the purpose of the Church?
    - ii. What does God value?
  - b. How do you determine this?
    - i. By answering, “What made God angry?”
    - ii. What did he say was beautiful and worth our attention?
    - iii. Where did he place all his time, energy and resources?
    - iv. Leading by asking the right questions. Why questions?
      1. Because it increases awareness.
      2. It raises responsibility.
7. Here is a summary of what we found in the pastors we surveyed. What does God value? That we...
  - a. Retrieve the lost.
    - i. How will you gather and interest others in Christ?
  - b. Live reciprocally and serve.
    - i. How will you identify your people’s giftedness and let them serve?
  - c. Teach to obey.
    - i. What is God asking you to teach your people this next four months?

- d. Strengthen our leaders and apprentice new ones.
  - i. What questions should be asked of every ministry in the church?
- e. Serve the poor and address injustices around us.
  - i. As the gifts of our people surface, are there any special vocations the Spirit is calling us to address in the community?

## Vineyard Genetic Code

*By John Wimber*

At a Vineyard Pastor's Conference in July 1991, the late John Wimber taught on ten areas of ministry that are essential to any Vineyard Christian Fellowship. John called these areas the Vineyard Genetic Code because they make up the common denominators that build us as a family. Vineyard Christian Fellowships typically experience:

1. Clear, accurate Biblical teaching
2. Contemporary Worship in the freedom of the Spirit
3. The Gifts of the Spirit in operation
4. An active Small Group ministry
5. Ministry to the poor, widows, orphans and those who are broken
6. Physical healing with special emphasis on Signs and Wonders as seen in the book of Acts
7. A Commitment to Missions: Church Planting at home and World Missions abroad
8. Unity within the whole Body of Christ, a relationship with other local churches
9. Evangelistic outreach
10. Equipping the saints in areas such as Discipleship, Ministry, Serving, Giving, Finances, Family, etc.

## Why Do We Need To Plan?

By John Wimber

1. Is planning important?
  - a. We should make plans... counting on God to direct us (Proverbs 16:9).
  - b. We can make plans, but the final outcome is in God's hands (Proverbs 16:1).
  - c. Any enterprise built by wise planning becomes strong through common sense and profits wonderfully by keeping abreast of the facts (Proverbs 24:3-4).
2. How important is it to plan?
  - a. A wise man thinks ahead; a fool doesn't and even brags about it (Proverbs 13:16).
  - b. A prudent man foresees the difficulties ahead and prepares for them; the simpleton who goes blindly on suffers the consequences (Proverbs 22:3).
  - c. A sensible man watches for problems ahead and prepares to meet them. The simpleton never looks and suffers the consequences (Proverbs 27:12).
3. Can't we just trust God for the future?
  - a. A wise man is cautious and avoids danger, a fool plunges ahead with great confidence (Proverbs 14:16).
  - b. It is dangerous and sinful to rush into the unknown (Proverbs 19:2).
  - c. The wise man looks ahead. The fool attempts to fool himself and won't face facts (Proverbs 14:8).
4. Are decisions important?
  - a. What a shame! Yes, how stupid it is to decide before knowing the facts! (Proverbs 18:3)
  - b. We toss the coin, but it is the Lord who controls its decision (Proverbs 16:33).
5. Should we keep on working on our plan if it isn't succeeding?
  - a. It is pleasant to see plans develop. That is why fools refuse to give them up even when they are wrong (Proverbs 13:19).
  - b. Don't brag about your plans for tomorrow... wait and see what happens (Proverbs 27:1).
  - c. Only a simpleton believes what he or she is told. A prudent person checks to see where he or she is going (Proverbs 14:15).
6. Is getting facts important in planning?
  - a. Get the facts at any price and hold on tightly to all the good sense you can get (Proverbs 23:23).

## The Building Process

By John Wimber

1. Phase 1: Establish a Core Group (Acts 2:42, 4:32-33, Galatians 5:13, 6:2, Romans 15:1-2).
  - a. Objectives: To establish an environment in which people can:
    - i. Develop personal relationships.
    - ii. Learn to minister to one another's needs.
    - iii. Become intimate with and accountable to each other.
  - b. Process: These objectives will be accomplished by:
    - i. "People finding" experiences.
    - ii. "People developing" experiences (groups organized).
    - iii. "People relating" experiences.
  
2. Phase 2: Establish a "caring community" (Romans 1:11-12, 12:6, 15:7, 1 Peter 4:9-10, Hebrews 13:16, James 5:16, 1 John 1:7).
  - a. Objectives: To provide an environment where participants can:
    - i. Receive and grow in the use of spiritual gifts.
    - ii. Have spiritual, emotional and social needs met.
    - iii. Develop an increasing willingness to make friends.
    - iv. Develop an increasing level of intimacy.
  - b. Process: These objectives will be accomplished by:
    - i. Providing an opportunity for gifts of the Spirit to be modeled, received and practiced.
    - ii. Providing times for learning to live together (retreats, camp outs, etc.).
    - iii. Providing socially non-threatening and informal times to establish new relationships (new people).
    - iv. Providing opportunities to deepen level of intimacy (existing participants).
    - v. Providing opportunities to talk about the next phase.
  
3. Phase 3: Establish Group Multiplication (John 4:35, 2 Timothy 2:2, James 2:1, Matthew 5:16, 1 Peter 2:9).
  - a. Objectives: To establish an environment where people can:
    - i. Develop a sense of mission, which will result in a desire to reach out to others.
    - ii. Create new groups through dividing, seeding and adopting.
    - iii. Discover who is especially skilled at receiving new people.
    - iv. Put individuals who have the gospel or special ministry ability in touch with others who need it (evangelism/intimacy).
  - b. Process: These objectives will be accomplished by:
    - i. Keeping effective models visible (telling stories of past victories).
    - ii. New groups through dividing, seeding and adopting provide room for new people to

- be absorbed.
  - iii. Providing modeling and training on “how to be friends” to help with the absorption of new members.
  - iv. Encouraging group members to reach out to their families and others in their sphere of influence.
4. Phase 4: Establishing Celebrations (Acts 2:46-47, Galatians 6:10, Mark 16:15, 20, Matthew 18:19-20, Acts 20:20).
- a. Objectives: To establish an environment in which:
    - i. The multiplied groups (3-5 kinships) come together for fellowship and ministry on a corporate level (i.e. Sunday night service).
    - ii. Ministries can be developed that meet the felt needs of the community.
    - iii. Ongoing penetration of the unchurched community occurs.
  - b. Process: These objectives will be accomplished by:
    - i. Assessing the multiplied group’s (congregation’s) needs for fellowship, worship, teaching and facilities.
    - ii. Developing appropriate solutions for meeting the group’s needs.
    - iii. Recognizing congregational leaders.
    - iv. Surveying the community to identify felt needs, which might be met by the congregation.
    - v. Providing training in various types of ministry.
    - vi. Trying programs to penetrate specific groups in the community.
    - vii. Providing encouragement and training for group members to enable them to absorb those reached through community outreach programs.
5. Phase 5: Establish Sunday AM Celebration/Congregation (1 Corinthians 14:23, 26, Romans 15:6, 1 Timothy 3:10, 5:22, Matthew 6:33).
- a. Objectives: Establish a way to:
    - i. Discover and develop an appropriate style of celebration.
    - ii. Recognize and/or affirm leadership and ministry team.
    - iii. Assess facility needs (lighting, heat and air, nursery, parking, location, times).
    - iv. Obtain necessary recognition and tax exempt status.
  - b. Process: These objectives will be accomplished by:
    - i. Exploring, experimenting and evaluating format options for our evangelistic celebration needs.
    - ii. Clarifying everyone’s responsibilities, authority and relationships.
    - iii. Following a planning process, which includes exploring and choosing facilities and equipment.
    - iv. If necessary, remain alert to the need to acquire land and/or permanent facilities.

**We're here to help your church be healthy and multiply.**

*Multiply Vineyard's vision is to extend the kingdom of God by helping our local churches fulfill their God-given call to multiply the church. We work alongside existing churches to help facilitate multiplication of new Vineyard churches who will in turn transform their local communities.*

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