

PLANS (PXE) for 2018-2019 ministry year: *WORKING DOCUMENT*

BUILDING A COMMUNITY TO REACH A COMMUNITY

Updated: Jun 6, 19, 11:38

Key Results Areas (KRA)	What does success look like? God willing:	Action Steps:
<p>REACH and Site Development goals:</p> <p>Improve our ability to reach the city of Fitchburg and surrounding communities</p> <p>Improve our ability to reach the neighborhood around Brader Way</p> <p>Grow our ability to be the church in residence at Upper House</p>	<p>Reach giving progress and Fitchburg cost structure is known and allows for other Reach initiative decisions to be made.</p> <p>Whether physical changes at Brader Way are small, medium or large, the welcome and connection experience takes a major step forward. <i>We are on target to complete Fitchburg, hopefully without incurring more debt, and Zion City \$ have been re-allocated and spent.</i></p> <p>Generosity is exemplified by the releasing of financial resources – Reach is on target and the General Fund sees healthy growth – giving households and dollars reflect financial generosity in action. <i>Rough through December - continuing to grow since January. Giving units up with momentum.</i></p> <p>Growing attendance at all three sites and specific venues and times. <i>Flat (weather)</i></p> <p>Better visibility and more on-site presence at Upper House. Growing attendance and engagement with the DT community and campus. New CAM pastor in place and flourishing. <i>Cam is growing by 300 % on in both leaders and Tuesday attendance. (60 leaders 120+ at last CAM)</i></p> <p>Lead Pastor of Brader Way has created clarity over the utilization of space and has the necessary staff and budget to have thriving Sunday services. <i>Making progress. Adding Carol hours, and more staff on Sunday's Brader Way team started.</i></p>	<ol style="list-style-type: none"> Cast frequent and consistent vision of the mission through various communication channels – Sunday sermons, group life, Notes, videos, walls, etc. CD, CY, LA, <i>ongoing</i> Share inspirational Reach stories and initiative updates. CW <i>Ongoing – She's done great increasing REACH communication. Planning a celebration Sunday early Feb 2020.</i> Develop and implement a strategy for increasing General Fund contributions including communication with donors and discipleship in generosity. NL, DD, CG, CW <ul style="list-style-type: none"> <i>Giving units up 7+% YTD with strong January through now (mid-April)</i> <i>Closing the gap on December YTD budget shortfall (now hovering between \$100-200K)</i> <i>5% increase (as of Easter week) over last year's contributions</i> <i>New giving platform in process to be live in the fall (TBD)</i> <i>Trained 8 donor relationship pastors/leaders and have had</i> <i>Over 100 completed FPU this year.</i> <ul style="list-style-type: none"> <i>Non-mortgage debt paid off: \$375,564,</i> <i>Money saved: \$141,499,</i> <i>Credit cards cut up: 78,</i> <i>Start giving for first time/sig. increase giving: 14</i> Break ground in Fitchburg during 2018, and complete in 2019. DD, MK <i>on the way! Current timeline is to be substantially complete mid to late October 21019</i> Make decisions regarding next steps at Brader Way JH <ul style="list-style-type: none"> Establish Joel as the Lead Pastor of Blackhawk Brader Way and make clear what that means. NL, JH, CD Establish a Brader Way team and clarify on job descriptions roles and Sunday presence for each ministry Resource the evening with staff hours and \$\$ to make that a draw away from the morning. <i>The above is in process – moving Hannah to over all of worship was helpful in giving Joel needed margin. Dollars</i>

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	<p>2019-20 ministry budget expansion allowed for investment.</p> <p>People know Joel is the Brader Way site pastor and he is able to lead effectively in the complexity of this multi-venue site.</p> <p>Getting there. Joel still carries two big leadership roles – but no longer Worship and Hannah is thriving. May 5 his role will be made public in Bway services.</p>	<p>for staffing and Brader Way and venues invested in 2019-20 proposed budget</p> <ul style="list-style-type: none">• Determine Reach Brader Way opportunities after Fitchburg cost structure is known. Not quite there• Determine neighborhood and impact strategy for BW infant stages, Joel and Susan will be creating this. <p>6. Invest in needed resources for Downtown and CAM teams to work effectively at Upper House.MM New office space, ongoing conversation with Upper House and moving in the right direction. We will be utilizing Tuesdays more effectively for all site day to give site staff more time at their sites starting Sept. Made substantial financial investment of office space furnishings in 2018-19 to create a better environment for the Downtown and CAM teams.</p> <p>7. Think strategically through times and venues that would give us room to grow. Brader Way team is working on how to have a great draw to the evenings, and to open a Gospel Venue. Nothing is set in stone, but the excitement is growing at Brader Way after April 6 Multi-cultural worship team led. Prayer for wisdom. Leaning toward the Gallery as the multi-cultural morning venue. Evenings has some draw as well. In process.</p>
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<p>Spiritual Formation KRA's:</p> <p>A. Inspire and challenge those at every stage of the spiritual growth spectrum to take concrete next steps in their spiritual growth. CG</p> <p>B. More effectively reach and disciple young adults at our church.</p>	<p>Blackhawk attenders own their own spiritual growth and are actively finding ways to take a next step.</p> <p>More mature Christians are being challenged to continue to grow and becoming mature.</p> <p>We hear life change stories around living counter to the culture and living for God and others.</p> <p>More people are in groups, more kinds of groups, more leaders and more people serving others with their time and resources.</p> <p>Sundays have become a time of conversation and connection toward helping others take next steps in their faith.</p> <p>Great stories on this, especially at Brader Way where it has been more difficult.</p> <p>We have more Young Adults coming to Christ, connecting to one another, and growing in their faith at this critical stage of life.</p>	<p>A</p> <ol style="list-style-type: none"> 1. Focus on spiritual growth for Teaching team CG CY CD <ol style="list-style-type: none"> a. "How to Grow" sermon series (July '18) done b. Use of "Next Steps" in sermons for spiritual formation challenge and clarity. Ongoing Blog has played the role of a place to feature next steps. It had great momentum during the #trending series. c. Teaching team pointing to Connection Point as appropriate in teaching. There are more conversations and connections happening at connection point, especially at Brader Way. Connection Point has become a great place for pastors to pastor and all staff to engage people for next steps. 2. We tell more stories of life change – model what it looks like to grow in Christ and live more and more for Jesus and others. CW, LA <ol style="list-style-type: none"> a. Use of stories in Sunday messages this is getting more legs as Barak has Tyler on board in video. Video/Comm team has done more story telling both in WH and in other ways than every before. b. Implement "This time tomorrow" type stories in service Still in the hopper, haven't had the bandwidth. 3. Establish "Connection Point" in the Atrium (and @ sites). We identify up and train key staff and volunteers to engage people to take a next step spiritually. This training will focus on helping people do an assessment of where they are in their spiritual growth. KD/CG <ol style="list-style-type: none"> a. Launch Connection Point – summer '18 launched – still tweaking and getting more conversations to happen. 4. Rethink the goal and role of Starting Point: Launched Circle up groups that drew from Starting Point. Currently evaluating, tweaking the concept of new short term group experience.
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		<p>B</p> <ol style="list-style-type: none">1. Move Kayla to Brader way and make Young Adults a major focus of her job description. Let her run with this. <i>In conversations with Kayla about her capacity and role.</i>2. Implement Fuller Seminary MIYA projects #1 and #2<ol style="list-style-type: none">a. "Open Tables" project to start fall '18 <i>(102 participated)</i>b. <i>Spring open tables in motion- 50 registered so far</i>c. <i>Leadership team for Young Adults overall has gathered</i>d. <i>Invited to join a second cohort with Fuller. Went back to Fuller and are working on a new innovation project geared toward Young Adults.</i>3. Increase number of Young Adult Life Groups and Life Group leaders <i>This ended up not being our focus. But Kayla has gathered a young adults team and they are developing strategy and goals. There were 21 young adult life groups this ministry year.</i>
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