

## 2008 Ministry Goals for Florida Church of God Ministries

### LEADERSHIP:

- Develop and implement leadership development materials for local churches
- Implement Mission Team strategy
- Design Children Team strategy to systematically train churches
- Implement one Church Health and Church Planting conference
- Be involved in one training trip outside US—
- Develop State Youth Pastor Coach leadership team
  - Review all current programming and make appropriate changes
  - Develop online resource
- Continue to create venues for support and relationships with FSA and Concilio
- Encourage and develop intentional diversity within and among congregations
  - Congregations match demographic of communities
  - Develop more ethnically diverse congregations (e.g. Korean, Russian, etc.)
  - Develop leadership training track for young ethnically diverse leaders (Elders)
- Continue to change the Culture of FLCOGM from Chaplancy to Missional
  - Communication
  - Ministry Team resource emphasis
  - Ministry Descriptions realignment for Team

### ADMINISTRATION:

- Present 2008 Budget & Goals in October meeting
- Develop Ministry annual review for each staff position
- Develop, train and monitor FLCOGM office personnel (at least one training event for each staff)
- Develop policies and procedures for:
  - Office
    - Vacation
    - Sabbatical
  - Credentials
  - Elders
  - Coaching Consultations
  - Transition Consultations
  - Capital Funds Campaign
  - Financial
- Maintain weekly communication with churches
- Develop a data base of laity leaders throughout the state
- Increase giving from churches by 20%
- Create a video promotion piece for state ministry
- Train credentials members on revised manual
- Develop investigative, advocate and mediation policies and covenants
- Facilitate 40 licensees pursuing ordination, 15 commissionees pursuing license and 11 applicants pursuing commissioning
- Change State Youth Convention from Thanksgiving weekend and have 1500 kids attend
- Develop Funding Strategy for FLCOGM (including wills and estate)
- Develop investment strategy for FLCOGM
- Develop catastrophe preparedness plan
- Sell two properties
- Develop a structure to help smaller church administration
- Train a parliamentarian within Staff

### COACHING:

- Plan & Execute one Coaches training event

- Add 3 new coaches to the coaching team
- Clarify coaching process
- Plant 6 new congregations
  - One new organic church model
  - 4 Spanglish service/churches
- Take planters to one planting conference
- Raise \$100,000 for Multiplying plants from sources outside FLCOGM
- Perform 8 Consultations
  - See 10% annual growth of each covenantal church (two year minimum)
- Develop 3 new learning clusters within Cohort 4
- Schedule and execute three super cluster gatherings
- Refine assessment process
- Mediate 5 major church conflicts
- Develop an Intervention strategy
- Develop conflict coaching for pastors
- Serve all churches in transition to find a pastor to their level of need
- Guide 30 pastoral transitions (lead pastors and staff pastors) through coaching and advice
- Develop transition training for 2 transition pastors
- Develop a “refired” ministry training track
- Develop video promotion for Capital Funds campaigns
- Lead at least 2 successful Capital Fund campaigns for profit and 1 pro-bono
- Train an additional Capital Fund Campaign coach--2008
- Create two mission experiences for leaders in the state
- Complete training modules and pastoral care for Hispanic pastors
- Execute and review 3 new FMI training sessions for 100 leaders
  - Children’s track
  - Continuing in Ministry (already ordained)
- Bring Hope for Healthy Growing People to full time (5 days/week)
- Continue Bible Olympics
  - Children’s newsletter (monthly)

#### PERSONAL

- Plan and execute a 12 week sabbatical
- Write book on Chasing Dreams with You Really Are: Leading a missional church
- Reduce Management
- Increase Leadership time
- Schedule time to think
- Schedule time with MK
- Slow down