



Southeast District Strategic Plan 2017

Overview

The Southeast District is committed to support its churches by aligning spiritual covering, supportive systems and targeted resources to partner in the advancement of the Kingdom of God. An effective strategic plan should support the integration of believing people, effective systems and the dynamic presence of the Holy Spirit.

We have three primary areas of missional formation to develop: leader formation, church transformation, and church multiplication. In many ways these three objectives represent the spiritual synergy created when we love God, love others and make disciples along the way (Matthew 22:36-40; Matthew 28:16-20). Our strategic objectives, as a collection of churches, can be no different than the common core or DNA of Christianity - the Great Commandment and the Great Commission. The “what” or focus of our leadership has been provided, the “how” is what we collectively discuss, discern and develop.

The primary objective of the 2017 SED Strategic Plan (SP) is to effectively respond to the Holy Spirit’s alignment of people and resources to support our churches in making disciples, developing leaders and multiplying churches and congregations; to forge a Great Commission Movement.

2016 Review

2016 shaped up to be a year of clarifying organizational values, defining key leadership roles and responsibilities, engaging past and present issues that required immediate time and resources, and standardizing policies and procedures. It was also a year of relationship building and spiritual discernment, discovering the nuances of diverse cultures and various expressions of faith communities that make up the Foursquare Southeast District.

A lot of time and energy went into stabilizing district operations. Managing properties occupied an inordinate amount of time and resources; pastor care and church interventions were additional issues that occupied more time and resources than were anticipated. Plans are in place to adequately give more time and attention to all three areas of district responsibility.

Leadership Formation (LF)

Current year goals:

2016 was a year of standardizing processes and establishing leadership baselines, 2017 will be one of engaging leaders and churches.

Our most deficient area of ministry development was “the collaborative development and delivery for training and support with fruitful pastors and churches” (see 2016 plan District Leadership Measurable Objective). We were successful in the “empowerment of regional leadership to provide oversight and assistance for local churches,” developing partnerships with other districts and working with the NCO office to align missional activity and administrative functions.

Progress to date:

We successfully defined the roles of Regional Superintendent and Division Superintendent. All of the Regional Sup's participate in monthly coaching calls and have been trained (first phase) in a number of critical processes such as license, immigration, pastoral transitions and church interventions. All of our District Office staff members, District Council members and Regional Superintendents completed a POD (our version is SP2 – Spiritual, Personal, Professional Domains) plan in 2016.

We did not offer any district LF courses in 2016. A team was developed and various topics for training were discussed though no training content was developed and the online learning platform (Canvas) was not set up.

A number of leader cohorts and retreats were established in 2016:

- Millennial Leaders Cohort (23 members)
 - Missions Think Tank (9 churches represented)
 - NextGen Leadership Retreat (14 NextGen leaders)
 - Forerunners Retreat (32 Forerunner leaders)
 - Exponential Conference: More than 30 leaders attended the Exponential Church Multiplication Conference in Orlando FL. These groups will continue through 2017.
- Foursquare Disaster Relief Training: 52 leaders trained as first responders and CISM chaplains.
- Vital Care and Coaching Teams are being formed to assist churches in need of intervention or critical care.
- Administrative Support Teams are being formed to assist and coach churches through administrative processes. Each team will consist of 4 leaders (2 English and 2 Spanish speaking), and each will have a team of specialists who will provide specific training (Hub, Budget/QuickBooks, Operations, etc.). Each team will be encouraged to not only provide administrative support, but spiritual guidance as well. Throughout this process, relational equity will begin to increase which will provide the leaders of the church a support system that did not exist prior.

Church Multiplication (CM)

The SED has seen many variations of church planter training and preparation over the past five years. The first and most critical task in bringing unity and focus to the multiplication of churches and congregations in the Southeast is to clearly define (1) the purpose of multiplication (2) the most effective types of multiplication and (3) the district processes available to planters, pastors and churches.

1. The purpose of church multiplication is to extend the Kingdom footprint of each Foursquare church so they can proclaim the gospel, evangelize the lost, make disciples, and raise leaders and missionaries to proclaim the gospel, evangelize the lost ... (see four-stage model).
2. Our greatest opportunity for multiplication is helping our churches find their most natural method to extend the Kingdom by developing strategies for each of the following:
 - Church planting
 - Developing registered Missional Congregations (MC)
 - Developing incarnational communities or small groups reaching individuals that are not likely to attend their local church
 - Participating in local mission opportunities that (1) deliver care and compassion to the needy (2) partner with local business or government agencies to develop community strategies (3) develop

mentoring and discipleship relationships with local business and government stakeholders and influencers.

3. Continue to refine our (3) multiplication processes - how we will prepare church planters, how we will partner with pastors to develop mentoring and intern opportunities for future planting and MC pastors and how we will partner with churches to develop a culture of multiplication.

Current year goals:

Three new church multiplication processes were developed and implemented in 2016. Planter Preparation cohorts have formed in S. Florida (Spanish and English), Georgia (serving the rest of the Spanish speaking planters) and North Carolina (English). Two fully developed programs are in place, City-2-City and Intensivo de Escuela de Formacion Pastoral. The CP training in English centers around four retreats, one being a Soul Care Retreat for planters and their spouses.

Progress to date:

All planters and spouses complete a Lifeway Assessment prior to beginning the planting process and about ½ of planters have either been assigned a coach or have provided their own. The district has a financial plan for matching church support and has placed money in reserves to support all of the church plants that have completed the preparation process. We anticipate EIN registering 6 church plants, 4 Missional Congregations, and 2 Church Adoptions.

- Church planting processes Hispanic and English speaking:
Daniel Prieto is working with two of our Hispanic Regional leaders to prepare 6 Spanish speaking church planters. Juan David Echeverri is partnering with *Renew South Florida* (www.renewsouthflorida.com) and Redeemer City to City to prepare 3 church planters in Miami Florida.

We have 4 CP Retreats for our English Speaking planters – Missiology/Theology, disciple-making and spiritual formation, Soul Care, culture of team and ministry advancement

Church planter assessment, preparation, coaching and funding processes are developed in the SED.

- Formal church planter assessment tools in Spanish and English – Lifeway’s CPCA (<http://churchplanter.lifeway.com>)
- Multiple preparation processes
- Holistic coaching and mentoring process using Stanley/Clinton’s *Mentoring Constellation Model* (<http://jd-elliott.net/Resources/Concept6.htm>)
- Partnership funding model that provides either \$20-25K or \$40-50K financial support for church plants. Dollar amounts vary depending on how planters meet our financial partnership/core member/ministry health metrics.

We will partner with an identified set of healthy churches to develop a multiplication strategy that identifies their most natural beginning point for Kingdom extension – local mission, incarnational communities, missional congregation or church plant.

Progress to date: Please see the attached table (exhibit D) with information for each plant this year.

Church Transformation (CT)

A few of the Coaching to Growth groups continued in 2016. We did not start any new groups and we did not establish any alternate district delivered trainings. Pastor Luis Ramirez included a dozen Spanish speaking leaders in one of the district church multiplication cohorts. CT was the weakest element of development in 2016. There were a number of historical district events but no specific training and coaching curriculum was developed.

CT events in 2016 included our Fall Leadership Conference, 2 NextGen summer camps, 2 Men's Advances (Conference), 1 Women's Conference.

Current year goals:

Develop targeted gatherings for training, cohort development and support, pastor care and support systems and teams. Training will be delivered in English, Spanish and Portuguese. Some specific training will be developed by ethnic leaders to train within their ministry context.

- Targeted gatherings for training will focus on Kingdom principles and the practical integration of theological precepts. Two large scale regional trainings are planned as well two additional regional care and support gatherings. A number of web-based trainings will be developed along with cohorts to support the contextualization and practical implementation of the material presented.

Progress to date:

With the development of the Administrative Support Team, churches will become self-sufficient, while creating a culture of healthy church operations. The team will coach the church leaders specifically to each role, for example: the church administrator will learn how to properly report in the Hub, and the Senior Pastor will be coached on how to support their administrator. When a church is non-compliant (tithe/reporting/insurance/loan/missions), it generally indicates a deeper issue. Dealing with these surface issues can assist in supporting the church as a whole, and ultimately lead to deeper healing and revitalization of the church's mission.

The Vital Care and Coaching teams are being developed to assist churches in need. Teams are made up of members to coach and support the primary contributors to church health in the local church. – Senior Pastor Care, Church Council Coach, Admin Specialist, Leadership Development Training. They will be using either CHAT or TCAT evaluation instruments to ensure congregational involvement.

Pastoral Transitions are led by our Regional Superintendents. We have developed a Transition document to lead the church's council and leadership through their part in preparing for a new Senior Pastor. We transitioned (5) SP's in 2016. Each new pastor signs a MOU with the District Supervisor that details their expected level of denominational involvement. They are all assigned a coach to walk with them through their first few years.

The district plan and budget are collaboratively developed over a period of 8 weeks with our District Staff and Council, Regional Superintendents, Elders and other key leaders. The plan and budget is given to our leaders (in English and Spanish) at the Fall Leadership Conference and posted on our [district website](http://www.goo.gl/EF1zf1) .
www.goo.gl/EF1zf1

NextGen

NextGen ministry was limited to the development of a strong leadership team of NextGen leaders, summer camps for youth and children and Ignite internship development. We will be hiring a new NextGen leader in November of 2016 who will focus on building teams and leadership development.

Current year goals:

- Care, training, resourcing and development of NextGen leaders throughout the district.
- Coordinate with Camp Teams & Regional NextGen leaders to create vision, plan, implement, and evaluate Summer Camps each year. This could also include Regional retreats.
- Budget development, oversight, and monthly reporting for NextGen expenses.
- Stay up to date on national NextGen initiatives and bring exposure to local churches.
- Offer periodic trainings on best practices and innovative strategy to reach the next generation and bring them to the next level of love for God and love for people.

Global Missions

The SED has a strong relationship with Cuba other Caribbean Central and South American nations. Rather than developing district mission trips, we connect churches to other identified churches that have successful mission strategies and programs.

Current year goals:

Strengthen our support and involvement in the Cuba Foursquare Church by resourcing and partnering with churches that have a sustained involvement with the national leadership and pastors in Cuba. We have established a ministry cohort for the Missions Directors in Foursquare Churches with strong missions programs and connected them to FMI.

Progress to date:

The district has invested \$10K in the development of the Bermuda Foursquare Church. We have also recently partnered with the Cuba Foursquare Church by investing \$20K for a new building in Havana.

The SED has a unique opportunity to visualize missions through both a local and foreign lens. We support more immigrant pastors than any other district. We have 13 immigrant church planters that are reaching ethnic enclaves in Florida, Georgia, North Carolina and Tennessee. We recently developed a partnership with the Brazilian Foursquare Church to plant Portuguese speaking churches in the district.

District Operations

District Staff

Bill Gross - District Supervisor
Carrie Jenkins - Assistant Supervisor
Paul Glenn - Church Vital Care & Counsel
Nicole Wilcox - Administrator
Chris Wilcox – Property Assessor
Cindy Cauble - Licensing Coordinator

JD Echeverri - DS Executive Assistant & Hispanic Ministry Coordinator
Patricia Hartsell - Administrative Assistant
NextGen Director - To Be Hired

1099 Structure (Stipend/contracted labor)

Christopher Wilcox – Property Assessor - \$3080

Regional Superintendents:

Jim Pelletier - \$150

JR Gonzales - \$150

Tina Spellman - \$150

JoAn Blackmon - \$150

Luis Ramirez - \$150

Gil Dirmann - \$150

Mikel Castex - \$150

Huey Hudson - \$150

Dan Dunn - \$150

Current Leadership Structure

District Staff (see above)

Regional Superintendents (see above)

Divisional Superintendents:

Julius Richardson	James Fitts
Bill Graafsma	Glynn Weatherby, Jr.
Jeff Burris	Roy Young
Robert Eng	Kevin Ford
Rob Noland	Matt Lovley
Larry Parks	Dewy Wilkerson
Trey Abney	Chris Vaughn
Chris Stickrod	Terry Lee Stair
Ricky Navarro	

Missional Leaders:

DMR: John Eldredge

Chaplains: Tom Teichroew

Foursquare Disaster Relief: Gary Grubbs

District Council:

Dale Jenkins – Previous ICFG Cabinet Member

Michael Wenzel – ICFG Cabinet Member

Josh Hudson – Member

Kevin Ford – Member

Brenda Shafer – Member

Yolanda Ramirez – Member

Gretchen Abney – ICFG Board of Directors

Administration

- Tithe, reporting, loan and insurance: District staff reviews quarterly and Regional Sups review every other month
- Financial stewardship: We are stewarding our finances very well, from deficits in every category to \$660,801.00 plus in designated and undesignated reserves. Hallelujah, Amen!

Exhibits

- Prior Year Financial Statements January – September ([exhibit A](#))
- Next Year's Annual Plan & Goals (including calendar & budget) – ([exhibit B](#)) ([exhibit C](#))

Church Plants		2017 SED District Plan Exhibit D				
Name	Leader	Credential status	City	State	Status	
The Summit	Andrew Peters	In Process (interview in 11/16)	Atlanta	GA	Ready to launch Spring 2017	
Innerstate	Ryan Jones	In Process (interview in 11/16)	Raleigh	NC	Ready to launch Spring 2017	
Weston church	Geoffrey Pulido	In Process (interview in 12/16)	Miami	FL	Launch 1st quarter 2017	
Redemption Chapel	Seth Fickett	Ordained	Nashville	TN	Launching Winter 2016	
TBD	Jason Maloney	Ordained	Chattanooga	TN	Launching Winter 2017	
The Gathering	Ron Imrie	Ordained	Dunnellon	FL	Launching Winter 2016	
Iglesia Filadelfia	Luis Carlos Arteaga	US Ordination 10/16	Cornelius	NC	Launching Winter 2016	
Charlotte Brazilian Church	Luciano Guedert	In process	Charlotte	NC	Ready to launch Winter 2017	
Myrtle Beach Brazilian Church	Bira deOliveira	In process	Myrtle Beach	SC	Ready to launch Spring 2017	

Church Adoptions					
Name	Leader	Credential status	City	State	Status
Life of Worship Church	Ed Clemons	In Process	Raleigh	NC	Adoption complete by Spring 2017
Bayley Hispanic Church	Leticia Cavazos	In process	Bayley	NC	Adoption complete by Spring 2017
Lilburn Hispanic Church	Maria Zamora	In Process	Lilburn	GA	Adoption complete by Winter 2016
Albany Hispanic Church	Jose Monje	In Process	Albany	GA	Adoption complete by Winter 2016
Angelus temple Hispanic ATL	Omar Parras	Reviewing final documents	Atlanta	GA	Adoption complete by Spring 2017

Misional Congregations					
Name	Leader	Credential status	City	State	Status
The Gathering at Hollywood	Trey Abney	Ordained	Atlanta	GA	Hub registered
New Song Foursquare Missional Congregation	Dale Evrist	Ordained	Nashville	TN	Hub registered
New Song Foursquare Missional Congregation	Dale Evrist	Ordained	Nashville	TN	Hub registered
New Song Foursquare Missional Congregation	Dale Evrist	Ordained	Nashville	TN	Hub registered
New song foursquare Missional Congregation	Dale Evrist	Ordained	Nashville	TN	Hub registered
The Upper Room	James Fitts	Ordained	Savannah	TN	Hub registered