



VICTORY CHAPEL STRATEGIC GROWTH PLAN

San Marcos, TX





OUR CRITICAL PATH FORWARD

INCREASE STAFF

To facilitate and sustain future growth, we must work to increase and build-out our core leadership team. A few essential rolls we are working to fill are:

- Worship Pastor
- NextGen Pastor (Youth/College)
- Administrative Assistant

DEVELOP A STRATEGIC BUDGET & FINANCIAL PLAN

To support the growth of staff, it is imperative that we develop a robust church budget, financial plan, and maintain effective spending controls.

A part of this financial plan is a series of benchmarks that will facilitate the purchase of our own property or facility in the next 2-3 years.

INCREASE DOWNTOWN CAMPUS FOOTPRINT

Because our expenses are low at 312 MLK, it is ideal to remain in our current location as long as it is conducive to growth.

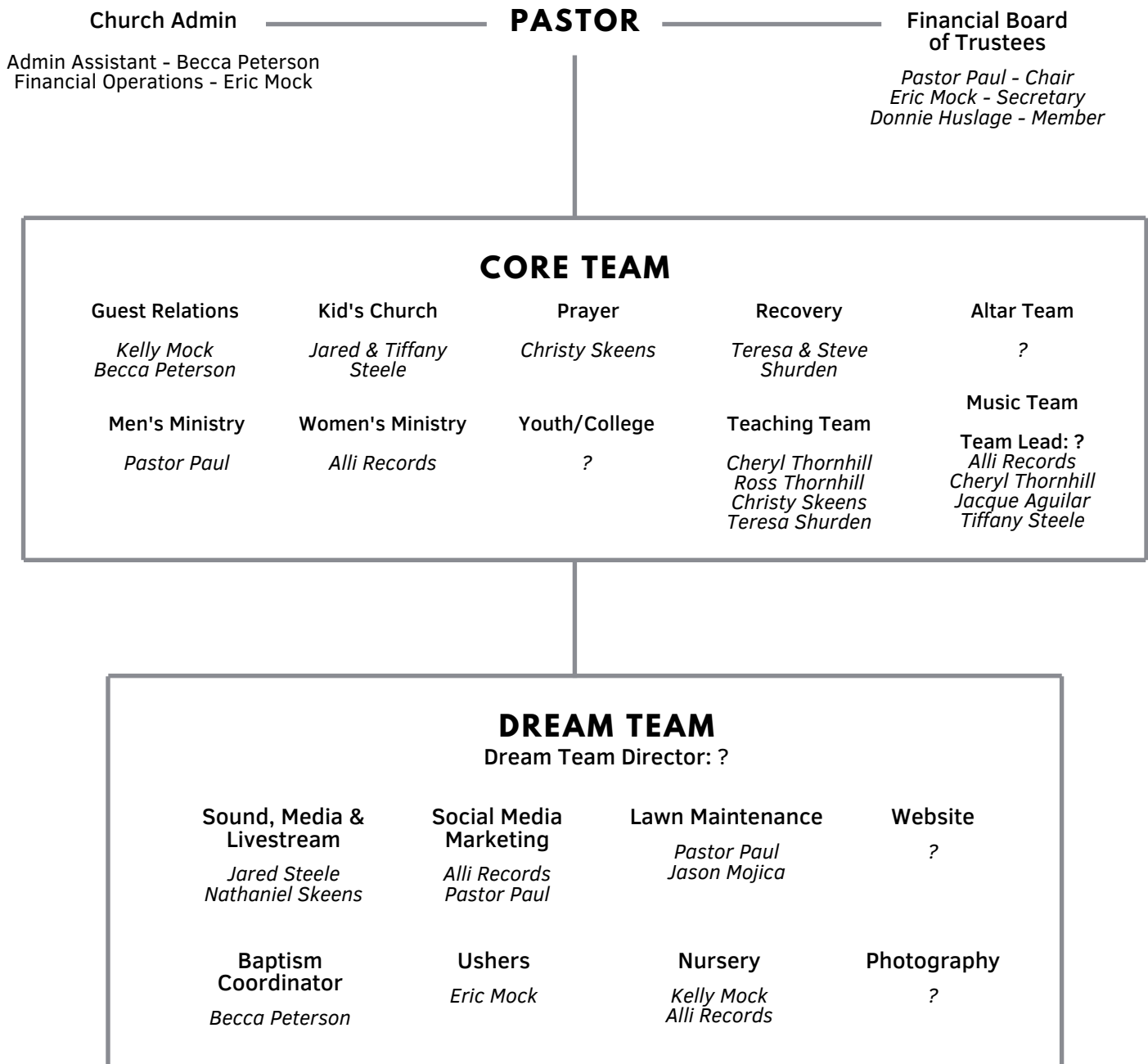
To facilitate and sustain future growth, we will need to increase our parking and facility footprint downtown. If we max-out our current facility, and continue to increase in attendance, we may consider adding a second Sunday service option. To do this, we need additional parking and a larger team to facilitate two services.

ESTABLISH MINISTRY AREA PLANS, JOB DESCRIPTIONS, & CLARIFY OUR DISCIPLESHIP PIPELINE

As we grow, we must establish and clarify job descriptions for all leaders, ministry area plans, and build a robust leadership development and discipleship pipeline.



CHART OF ORGANIZATION





LEADERSHIP PATHWAY

THE CORE TEAM

Born Again
(Repentance, Water Baptism, Holy Ghost Filled)
Completed Deep Roots
Core Team Covenant
Biblical lifestyle
Faithful in tithes/offerings

THE DREAM TEAM

Has completed Dream Team Onramp
Dream Team Covenant
Engaged/Connected/Serving
Faithful in tithes/offerings

COMMITTED MEMBER

Considers Victory Chapel their home church
Engaged/Connected/Involved
Faithful in tithes/offerings

CHURCH CROWD

Attends on occasion

COMMUNITY





STRATEGIC SHIFTS

CHANGE OF SUNDAY SERVICE TIME TO 11AM

- This would facilitate: Sunday breakouts, open Sunday night for events, and allow for a second Sunday service in the afternoon as we grow.
- Target date: October 3, 2021

NEW FINANCIAL CONTROLS

- Administrative assistant to begin writing church checks, providing reimbursements to staff, making church deposits, etc.
- All reimbursements must be pre-approved in writing (email, text, paper).

PASTOR PAUL TO BEGIN "PASTOR'S CIRCLE"

- This will be a Sunday morning monthly mentorship group for those interested in preaching, pastoral ministry, and altar-working.
- There will be high-level requirements to gain access to this group.

ONBOARD OF NEW TEAM MEMBERS

- Admin assistant, NextGen Pastor, Worship Pastor.
- This will create a new leadership structure and system of ministry management.

RETURN OF IN-HOUSE MEDIA & LIVESTREAM

- Monthly rotation team. Each person serving once a month.
- Target date: September 5, 2020

RETURN OF SMALL GROUPS

- Interest-based by topic (3 options to choose from).
- Meet *monthly* in homes/public.
- Target date: October 1, 2020
- Length: OCT-DEC

5-MIN SERMON SOCIAL MEDIA RECAPS

- Wednesdays & Fridays.
- Mini summary & recap of Sunday sermon/midweek lesson.
- Goal is to connect with online viewers & community members.

MONTHLY DREAM TEAM MEETINGS CHANGING TO "CORE TEAM MEETING"

- Will occur once a month & gather core team leaders.
- One Wednesday each month will be "Team Night" and emphasize leadership, ministry advancement, & the Dream Team.