



# 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.

# INCEASE 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**

Church Admin

**PASTOR** 

**Financial Board** of Trustees

Admin Assistant - Becca Peterson Financial Operations - Eric Mock

Pastor Paul - Chair Eric Mock - Secretary Donnie Huslage - Member

## **CORE TEAM**

**Guest Relations** 

Kid's Church

Prayer

Recovery

**Altar Team** 

Kelly Mock Becca Peterson Jared & Tiffany Steele

Christy Skeens

Teresa & Steve Shurden

?

**Teaching Team** 

**Music Team** 

Men's Ministry

Women's Ministry

Youth/College

Cheryl Thornhill Ross Thornhill Christy Skeens Teresa Shurden

Team Lead: ? Alli Records Cheryl Thornhill

Pastor Paul

Alli Records

?

Jacque Aguilar Tiffany Steele

# **DREAM TEAM**

**Dream Team Director:?** 

Sound, Media & Livestream

Jared Steele

Social Media Marketing

Lawn Maintenance

Website

Nathaniel Skeens

Alli Records Pastor Paul

Pastor Paul Jason Mojica ?

Baptism Coordinator

Becca Peterson

**Ushers** Eric Mock

Nursery

**Photography** 

Kelly Mock Alli Řecords ?



# **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

Commitment
Consistency
Culture
Spiritual Capital
Responsibility
Attitude
Attendance

Commitment
Consistency
Culture
Spiritual Capital
Responsibility
Attitude
Attendance



# 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.