

Our Plan for Ministry 2007-2012

ARLINGTON HEIGHTS EVANGELICAL
FREE CHURCH

Amended May 8th, 2007



STRATEGIC PLANNING WORKSHEET

Our Mission and Vision: (detailed document Appendix 1)

The mission of Arlington Heights Evangelical Free Church is to:

**glorify God by multiplying God-centered, Christ-exalting,
world-transforming believers through the Gospel
in the greater Chicago area and around the world.**

Our Values: (detailed document Appendix 2)

1. We have the highest confidence in the life-changing power of God's Word.
2. We belong to the Lord Jesus Christ and exist for His glory.
3. We know Christ through the new birth, which is the work of the Holy Spirit through the Word.
4. We pursue growth in Christ by the renewing of our minds, hearts and wills through the Gospel.
5. We aim to glorify Christ in our corporate worship as we experience His presence.
6. We celebrate God's unique design and gifting in every believer.
7. We are committed to strengthening Christ-centered marriages and family life.
8. We are a local church with a regional and global ministry.

Our Drivers:

"Drivers" function as the grid through which all decisions are viewed. The goals we set out and accomplish must directly help us to:

1. Worship
2. Grow
3. Serve

Our Global Goals:

In the next FIVE YEARS we plan to see:

1. A growing community of worshipping believers on multiple sites
2. A maturing family of believers
3. A training center for multiplying leaders
4. A light in the local and regional community
5. A catalyst for world outreach

Our Strategies: (General actions that operate until the goal is accomplished)

1. A Growing Community of Worshipping Believers on Multiple Sites

Colin Smith, Senior Pastor; Tom Olson, Contemporary Worship Leader; Multi-Site Pastor (to be appointed); Worship Pastor (to be appointed)

- 1.1 Developing services in which our people encounter God, offering a range of styles consistent with our worship values. Hiring excellent worship leaders who are totally committed to AHEFC's vision and worship values, and who encourage congregational participation and meaningful responses to the preaching of God's Word.
- 1.2 ***Enhancing prayer throughout the church and its ministries; reviewing current prayer activities and creating new initiatives as necessary; ensuring that the ministry of the church is underpinned by prayer and that information for prayer is distributed effectively.***
- 1.3 Launching at least three new worship venues in the next five years; hiring an experienced, visionary leader who will develop a model for AHEFC to be one church in multiple locations; and assembling, training and mobilizing people to form core groups and strengthening partnership with EFCA/GLD to revitalize declining churches.
- 1.4 Maximizing worship space by building to accommodate 1,000 people in a contemporary service; improving the sanctuary facilities to enhance traditional worship; and exploring opportunities for additional service days and times.
- 1.5 Planning for significant growth from new believers by determining and addressing the spiritual needs of those who come new to the church; instilling a vision for evangelism in all our locations making it a top priority; and recruiting, training and deploying evangelistically-minded people on all sites.
- 1.6 ***Creating and implementing a comprehensive plan for communicating ministry activities, developments and needs to the congregation; utilizing multiple forms of communication including an effective inter-active website and enhanced publications.***

2. A Maturing Family of Believers

Tim Augustyn, Life Stage 2 Pastor; Mike Calacci, Life Stage 1 Pastor; Dave Cleland, Pastor to High School; Linda Green, Pastor to Families; Linda Hrivnak, Pastor to Children; Ted Olsen, Life Stage 4 Pastor; Bob Warren, Life Stage 3 Pastor.

- 2.1 Developing and implementing a plan so that every person is known, cared for and connected; creating the role of 'Deacon,' men and women who will work alongside pastors to extend their pastoral ministry.
- 2.2 Ensuring that our programs equip people to be in Christ, in the Word and in prayer, in fellowship, in service and in membership; re-evaluating youth, men's, women's, single's and family ministries, and adjusting their programs as necessary to meet this goal.
 - 2.2.1 *developing a program from birth through college designed to produce young adults who understand what it is to be in Christ, in the Word and prayer, in fellowship, in service and, as appropriate, in membership.*
 - 2.2.2 *ensuring that provision is made for single adults to grow in Christ through programs and through service.*
 - 2.2.3 *developing a strategy for ministry to men, women and families.*
- 2.3 Integrating pastoral ministry and programming by tracking the progress of our people; shaping our programs with the input of the Deacons, and shepherding people into programs that meet their need.
- 2.4 *Starting 50 new small groups, training new leaders and creating a system through which new people will be able to connect more quickly to a group; advising on curriculum and developing an ongoing support strategy for leaders.*
- 2.5 *Supporting ABF's in their role of being vibrant entry points into the ministries of the church.*
- 2.6 *Ensuring that the Arlington Institute provides appropriate teaching and training as the primary vehicle through which the church delivers adult Christian education; ensuring that its curriculum serves the needs of the church.*

3. **A Training Center for Multiplying Leaders**

Colin Smith, Senior Pastor; Bev Savage, Executive Pastor; Multi-Site Pastor (to be appointed)

- 3.1 Training the Pastoral Team in skills that will enable them to be more effective leaders in identifying, recruiting, equipping and deploying leaders; employing the help of skilled advisors/mentors from the congregation to work with them; and evaluating their skills, determining their needs and supplying appropriate support.
- 3.2 Working within this agreed-upon, integrated 'Plan for Ministry,' the Pastoral Team will ensure its application to Worship, Youth, Adult

Ministries, Growth and Outreach, Compassion and World Missions, facilitating good communication and promoting cooperation between pastors and their teams.

- 3.3 Implementing the previously agreed plan to employ and train two interns per year, creating a ministry development plan for each one including their participation in the Senior Pastors initiatives to train preachers.
- 3.4 Offering training from gifted *lay* leaders at AHEFC to other churches; and inviting pastors and gifted *lay* leaders to offer training programs that might be used in other churches and circulating the details through the GLD.
- 3.5 Contributing to the training of the next generation of preaching pastors from AHEFC the Senior Pastor will lead seminars for interns and younger pastors with a calling to preach, establishing and maintaining ongoing collegial relationship with them; and making sermon resources available through the internet and offering an annual workshop for preachers beginning with the GLD Conference in October 2007.

4. **A Light in the Local and Regional Community**

Greg Norwine, Pastor of Growth and Outreach; Tom Hutchison, Pastor of Compassion Ministries

- 4.1 Identifying, selecting and implementing two all church community impact projects; identifying project team members by June 1, 2007; and choosing two projects for consideration and preparing a proposal for Board approval (including a project timeline and rollout strategy) by the end of 2007.
- 4.2 Integrating evangelism and community service into every ministry of the church; working with the life-stage Pastors to develop and implement a plan for small groups, ABF's and the Deacon ministry; and working with the student ministry team to develop and implement a plan for their ministry and involving at least 2 high school students each year in the Ambassadors training program.
- 4.3 Integrating evangelism into all community service; training compassion ministries leaders in evangelism; and recommending appropriate resources to be given away while participating in community projects and developing a training program, 'How to Share your Faith While Doing a Service Project' (DVD?).
- 4.4 Sharing the gospel meaningfully with at least 5,000 people in 2008; recruiting, training and providing on going support for 25 gifted evangelists each year through Ambassadors; developing a weekend event each year for training, motivating and empowering our evangelists; challenging the entire staff and congregation to embrace the goal of sharing the gospel with at least 5,000 people in the next year; and presenting two seeker studies, one after Christmas and another after Easter

5. **A Catalyst for World Outreach**

Dave Wardle, Associate Pastor of Missions, Membership; Colin Smith, Senior Pastor

- 5.1 Increasing the number of career missionaries from AHEFC by 10; “Growing” our own missionaries, offering education and opportunities for mission experience; and developing a candidate preparation program for people who show interest in becoming career missionaries.
- 5.2 Developing a mission-mindset by integrating missions across our church family; and integrating a missions education program into our youth and adult ministry curriculum and using our communications channels to greater effect
- 5.3 Identifying, selecting and implementing two World Impact projects by 2012; completing our Congo Project involvement in 2007-08; and identifying a high interest and significant project for 2010-2011 (following the Community Impact Project in 2008-2009)
- 5.4 Increasing partnership with, and support for AHEFC missionaries; identifying and participating in short-term missions trips to enhance their ministries and identifying personal and ministry needs in which we can be involved from the States; and establishing and maintaining effective care teams for each of our missionaries according to their needs.
- 5.5 Extending the Senior Pastor's preaching ministry through 'Unlocking the Bible'; ministering at least once a year at an overseas conference beginning 2008; archiving the AHEFC preaching ministry on the internet in audio, video and written format; and furthering ministry through radio broadcasts in Chicago on WMBI and WYLL, 'guest' contributions on radio and television and by publishing at least one new book each year

Mission Descriptors

**To Glorify God by multiplying
God-centered, Christ-exalting, world-transforming believers,
through the gospel,
in the greater Chicago area
and around the world.**

God-centered, Christ-exalting, world-transforming believers

God-centered believer: A person who loves God above all things. (Matthew 22:37)

1. Growing in awe of the majesty and holiness of God. (Hebrew 12:28-29)
2. Advancing in humility and awareness of sin. (1 Peter 5:5-6; Luke 18:9-14)
3. Deepening in a hunger for and engagement with God's Word. (1 Peter 1:25-2:2)
4. Seeking communion with God through prayer and fellowship. (James 4:8)
5. Valuing God's approval above all others and pursuing God's honor above our own. (John 5:44)

Christ-exalting believer: A person who seeks God through Christ alone. (Philippians 3:8-9)

1. Treasuring Christ and his kingdom above everything in this world. (Matthew 10:37-39)
2. Enjoying peace with God through Christ alone. (Romans 5:1-2)
3. Abiding in Christ so that his life is seen in us. (John 15:5)
4. Cultivating unity in Christ through fellowship with other believers. (Ephesians 4:3)
5. Overcoming the pull of temptation by the power of Christ's Spirit. (Galatians 5:6, 24; Romans 8:13)

World-transforming believer: A person who pursues their "neighbor" with Christ's love. (Mt. 22:37)

1. Engaging people with the Gospel. (2 Corinthians 5:20)
2. Responding to the needs of others with compassion and discernment. (James 2:15-17)
3. Bringing the presence of Christ wherever God has placed us. (Ephesians 5:8-9; Matthew 5:13-16)
4. Persevering through suffering with hope in Christ. (Romans 5:3-5; James 1:2-4,12)
5. Dying to self for the good of others. (John 12:23-26; John 15:12-13)

Through the Gospel

We believe the centrality of the gospel in the life of a church will be pursued through:

1. Pastors and lay leaders who are deeply convinced and passionately committed to the gospel. (2 Timothy 2:1-2; 1 Corinthians 2:1-2)
2. Preaching and teaching that consistently proclaims Christ and advances the gospel. (2 Timothy 4:2; Colossians 1:28)
3. Pastoral care and counseling that reflects the love of Christ and confidence in the gospel. (Acts 20:27-28; Colossians 3:16)
4. Training and curriculum that is grounded in Scripture and applies the gospel. (Ephesians 4:11-13; 2 Timothy 3:16-17)
5. Believers who grasp and live the gospel individually and together. (1 Thessalonians 1:5-6)

The Greater Chicago Area

1. Expanding ministry through additional locations. (2 Corinthians 10:15-16)
2. Revitalizing declining churches. (Romans 1:11-12)
3. Training and sending pastors. (2 Timothy 2:2; Mark 3:14)
4. Resourcing like-minded churches. (1 Thessalonians 1:7-8)

Around the World

1. Expanding our mission's ministry by giving priority support to church planting ministries, unreached people groups, and the training of nationals. (Matthew 28:19-20)
2. Giving care and prayer support to our missionaries so that they are better equipped to have effective ministry. (Ephesians 6:18-19)
3. Sending people on short-term trips to various parts of the world to enhance existing mission endeavors. (Matthew 9:38; Acts 13:1-3)
4. Raising up people from AHEFC to be more involved in mission endeavors through praying, giving, going, and practical support. (Romans 10:14-15, 2 Corinthians 8:1-4)

Multiplied

1. Expecting a great work of God in which many come to faith in Jesus Christ. (John 4:35)
2. Praying with faith recognizing our utter dependence on God. (John 15:16)
3. Planning for ministry that can expand in response to God's blessing. (Acts 1:8; Matthew 13:8, 23)
4. Working diligently and faithfully with the resources God provides. (Colossians 1:29; 1 Corinthians 15:10)

Ministry Values

1. Scripture

We have the highest confidence in the life changing power of God's Word. Therefore,

- a) We will pursue preaching, teaching, counseling and ministry programs centered in the Scriptures.
- b) We will encourage our people to feed on the Word of God personally and in our life together.

2. The Lord Jesus Christ

We belong to the Lord Jesus Christ and exist for His glory, Therefore,

- a) We will keep Christ and His Gospel central in all things.
- b) We value excellence in all that we do because our lives and ministry are an offering to Christ.
- c) We will serve our Lord with humility and avoid attracting attention to ourselves.
- d) We will pursue our mandate to advance the Gospel with urgency.

3. Conversion

We know Christ through the new birth, which is a work of the Holy Spirit through the Word. Therefore,

- a) We are convinced that the primary need of every person is to receive the new life, which is God's gift for all who come to Christ in faith and repentance.
- b) We will treat unbelievers with respect and avoid manipulative approaches to evangelism, placing our confidence in the power of God's Word clearly proclaimed and applied.
- c) We will communicate the good news of Jesus Christ to our community and throughout the world, believing in the power of the gospel to transform individuals, families and communities.

4. Spiritual Growth

We pursue growth in Christ by the renewing of our minds, hearts and wills through the Gospel. Therefore,

- a) We will provide opportunities for people to explore God's Word, at every age and every level of spiritual maturity.
- b) We will help our people cultivate a Christian world view and apply the Word of God to every area of life.
- c) We will encourage authentic relationships that support and encourage spiritual growth.
- d) We will contribute in all possible ways to the training and equipping of Christian leaders.
- e) We will promote good Christian resources.

5. Worship and Prayer

We aim to glorify Christ in our corporate worship as we experience His presence.

- a) We will design our worship around the Word of God.
- b) We regard the congregation as participants rather than spectators.
- c) We worship by engaging mind, heart and will.
- d) We recognize our complete dependence on the Spirit of God in every aspect of our ministry.

6. The Body

We celebrate God's unique design and gifting in every believer. Therefore,

- a) We will foster a serving culture by encouraging and equipping God's people for service in the church and in the world.
- b) We strive to maintain our God given unity while valuing the freedom of Christian believers to hold different positions on issues that have not been clearly revealed in Scripture.
- c) We will avoid imposing one structure or program for spiritual growth on all people.
- d) We expect the structure and programs of the church to adapt as our ministry grows, while remaining true to our vision and values.

7. The Family

We are committed to strengthening Christ-centered marriages and family life. Therefore,

- a) We will equip parents for the challenge of raising godly sons and daughters.
- b) We will encourage a vision of extended family life embracing singles, the elderly, and others who may find themselves isolated from family relationships.
- c) We will embrace, support and encourage individuals and families who have become broken or divided.
- d) We will promote intergenerational initiatives.
- e) We will encourage parents and children to worship together at home and in the church.

8. Ministry

We are a local church with a regional and global ministry. Therefore,

- a) We are committed to our location in Arlington Heights and will develop our existing site to its maximum potential.
- b) We will expand our ministry to other locations.
- c) We will share the ministry and values of AHEFC with others.