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|  | **| Campus Pastor Development Plan** |

**6 Month Plan Overview**

**Months 1-3**

* Immersion in the culture and DNA of First West
* Orientation to administrative procedures
* Building relationships with FW staff and leadership
* Crystal clear understanding of FW vision, mission, values and strategies
* Weekly coaching from key leaders
* Required Reading:
  + “The First 90 Days” by Michael Watkins
  + “Cracking Your Church’s Culture Code” by Samuel Chand
  + “Micropolitan Church” by Jerry Harris
  + “Transforming Church in Rural America” by Shannon O’Dell
* Project Packet:
  + Compilation of observations, charts/forms, budget, vision, mission, etc.
  + Serves as a resource for understanding church culture, organization, systems, methods, and decision making
  + Report on church observations
  + Summarize required reading and applicable takeaways
  + Assessment of Calhoun demographics
  + Anything else that is helpful in understanding the NELA and Calhoun context

**Months 4-5**

* Develop detailed launch strategy and timeline
* ID/recruit/develop core leaders
* Start 1st LIFE Group @Home w/multiplication of groups as goal
* Develop final budget & supply list for launch venue
* Procure needed equipment

**Month 6**

* Prepare to launch
* Final volunteer leaders/teams training
* Vision/mission clarity for core leaders/teams
* Marketing/promo/communications for launch

**Months 1-3**

**Weekly Meetings**

* Weekly attendance at the following meetings:
  + Senior Leads – Monday @ 1:30pm (starting 10/17)  
    Senior Leads (expanded) – Monday @ 12:30pm (Week 1 Mondays,  
    starting 10/31)
  + Worship Planning Team – Monday @ 2:30pm (starting 10/17)
  + Preaching Team – Monday @ 3:30pm (starting 9/19)
  + Team Meeting – Tuesday @ 8:15am
  + West Monroe & Fairbanks Campus Teams – Tuesday @ 9:15am  
    Global Leadership Team – Tuesday @ 9:15am (Week 1 Tuesdays)

**Week 1 Action Items**

* Complete all pastoral staff orientation requirements:
  + Meet with Debbie Robertson and Connie Powell to complete all HR/Payroll related forms, IT orientation, etc.
  + Complete a full tour of WM Campus
* Attend weekly meetings at WM Campus
* Schedule 1x1 lunch meeting with a Senior Lead
* Attend Sunday/Wednesday services at WM Campus
* Meet with Chad Merrell and Tim Spencer (begin project work related to required reading, research, etc.)
* Meet 1x1 with Michael Wood
* Meet 1x1 with Tim Spencer
* Meet with Residency Program Coordinator and NextGen Team to coordinate Calhoun preschool/children’s intern interviews
* Meet 1x1 with Tyler Cory
* Attend Calhoun Middle School (CMS) and West Ouachita High School (WOHS) football games and events as appropriate (in partnership with team and church members)

**Week 2 Action Items**

* Attend weekly meetings at WM campus
* Schedule 1x1 lunch meeting with a Senior Lead
* Visit/tour FB Campus
* Schedule lunch with FB Campus Team
* Attend Sunday worship at Fairbanks
* Meet with Chad Merrell and Tim Spencer
* Meet 1x1 with Michael Wood
* Meet 1x1 with Tim Spencer
* Meet 1x1 with Tyler Cory
* Attend Wednesday student/children’s ministry at FB Campus
* Attend CMS and WOHS football games and events as appropriate (in partnership with team and church members)
* Schedule key lunches and meetings with Calhoun pastors and local leaders (in partnership with team and church members)

**Week 3 Action Items**

* Attend weekly meetings at WM campus
* Schedule 1x1 lunch meeting with a Senior Lead
* Meet with Chad Merrell and Tim Spencer
* Meet 1x1 with Michael Wood
* Meet 1x1 with Tim Spencer
* Meet 1x1 with Tyler Cory
* Schedule training on ACS/The City
* Begin Project Packet:
  + Summarize the first 2 required reading books – “The First 90 Days” by Michael Watkins and “Cracking Your Church’s Culture Code” by Samuel Chand
  + Compile a summary report on FW team and multisite culture
  + Assessment of Calhoun demographics
  + Reflection on FW org charts and budgets
  + Impressions of visits and anything else that is helpful in understanding the NELA and Calhoun context
* Attend CMS and WOHS football games and events as appropriate (in partnership with team and church members)
* Schedule key lunches and meetings with Calhoun pastors and local leaders (in partnership with team and church members)

**Weeks 4-6 Action Items**

* Attend weekly meetings at WM campus
* Schedule 1x1 lunch meeting with a Senior Lead
* Schedule additional training on ACS/The City as needed
* Continue work on Project Packet and required reading
* Review Calhoun Wildly Important Goals (WIGs) and begin developing a Campus Ministry Action Plan (MAP)
* Meet with Chad Merrell and Tim Spencer
* Meet 1x1 with Michael Wood
* Meet 1x1 with Tim Spencer
* Meet 1x1 with Tyler Cory
* Attend worship services at both campuses (alternating weeks)
* Attend CMS and WOHS football games and events as appropriate (in partnership with team and church members)
* Schedule key lunches and meetings with Calhoun pastors and local leaders (in partnership with team and church members)
* Schedule key lunches and meetings with prospective launch team leaders and members

**Weeks 7-9 Action Items**

* Attend weekly Monday meetings at WM campus
* Attend the monthly Global Leadership Team Meeting on Tuesday @ 9:15am (Week 1 Tuesdays)
* Attend the weekly Fairbanks Campus Meeting on Tuesday @ 9:15am at FB Campus
* Continue a review of Calhoun WIGs and the development of a Campus MAP
* Schedule a preaching workshop with the Monday Preaching Team (contact Michael to add this item to a Monday Preaching Team agenda)
* Meet with Chad Merrell and Tim Spencer
* Meet 1x1 with Tim Spencer
* Meet 1x1 with Tyler Cory
* Meet with FB Campus Associate and Children’s minister (2 meetings)
* Finalize Project Packet
* Begin Reading the last 2 required reading books – “Micropolitan Church” by Jerry Harris and “Transforming Church in Rural America” by Shannon O’Dell
* Schedule additional training or Q&A sessions in any needed areas  
  (finance, IT, ACS, The City, Planning Center, group curriculum, reporting, etc.)
* Attend worship services at both campuses (alternating weeks)
* Attend CMS and WOHS football games and events as appropriate (in partnership with team and church members)
* Schedule key lunches and meetings with Calhoun pastors and local leaders (in partnership with team and church members)
* Schedule key lunches and meetings with prospective launch team leaders and members

**Weeks 10-12 Action Items**

* Attend weekly Monday meetings at WM campus
* Attend the monthly Global Leadership Team Meeting on Tuesday @ 9:15am (Week 1 Tuesdays)
* Attend the weekly FB Campus Meeting on Tuesday @ 9:15am at FB Campus
* Continue a review of Calhoun WIGs and the development of a Campus MAP
* Schedule a preaching workshop with the Monday Preaching Team (contact Michael to add this item to a Monday Preaching Team agenda)
* Meet with Chad Merrell and/or Tim Spencer as needed
* Meet 1x1 with Tyler Cory as needed
* Present Project Packet summaries (contact Tim to add this item to a Monday Senior Lead Agenda):
  + Project findings
  + Summary report on FW team and multisite culture
  + Who is FW?
  + Summarize applicable takeaways from the first 2 required reading books – “The First 90 Days” by Michael Watkins and “Cracking Your Church’s Culture Code” by Samuel Chand
* Work with Chad Merrell to outline a strategy and timeline for intentional outreach and communication within the Calhoun community. Goals include:
  + Missional outreach
  + Building relationships
  + Building awareness
  + Launch team recruitment
* Attend worship services at both campuses (alternating weeks)
* Attend CMS and WOHS football games and events as appropriate (in partnership with team and church members)
* Schedule key lunches and meetings with Calhoun pastors and local leaders (in partnership with team and church members)
* Schedule key lunches and meetings with prospective launch team leaders and members

**Months 4-5**

**General Action Items**

* Attend weekly Monday meetings at WM campus
* Attend the monthly Global Leadership Team Meeting on Tuesday @ 9:15am (Week 1 Tuesdays)
* Attend WM and FB campus staff meetings on alternating weeks through Months 4-5
* Finalize Calhoun WIGs and the Campus MAP (Present the final MAP to Tim by the end of Month 4)
* Meet with Chad Merrell and/or Tim Spencer as needed
* Meet 1x1 with Tyler Cory as needed
* Summarize applicable takeaways from the last 2 required reading books – “Micropolitan Church” by Jerry Harris and “Transforming Church in Rural America” by Shannon O’Dell
* Meet with Chad Merrell and/or Tim Spencer as needed
* Work closely with Nathan Neufang and Dwight Munn to identify and outline a campus assimilation strategy from invite step through membership. Campus strategy should match the overall FW strategy and be contextualized for Calhoun.
* Schedule a preaching workshop with the Monday Preaching Team (contact Michael to add this item to a Monday Preaching Team agenda)
* Attend worship services primarily at the FB Campus
* Attend CMS and WOHS football games and events as appropriate (in partnership with team and church members)
* Schedule key lunches and meetings with Calhoun pastors and local leaders (in partnership with team and church members)
* Schedule key lunches and meetings with prospective launch team leaders and members

**Month 4 Action Items**

* Finalize details of the CMS lease agreement to secure space for weekly worship services.
* Begin meeting with core leaders and key volunteers in preparation for the launch of public services.
* Work closely with Brandon Rogers and the communications team, as well as FB campus staff, to select and procure equipment and resources for the campus launch.
* Outline all launch details no later than the end of month 4, with deadlines for a final launch plan due by the end of month 5:
  + Lease
  + Promotion Schedule
  + Communication Plan
  + Training Calendar
  + Equipment Procurement, etc.
* Present launch strategy and plan to Senior Leads at the end of Month 4 (contact Tim to add this item to a Monday Senior Lead Agenda)

**Month 5 Action Items**

* Develop a campus prayer strategy, including a calendar of specific prayer needs. Implement the prayer strategy in Month 5 with a “40 days of prayer”-type strategy leading up to campus launch.
* Preach at other FW campuses as the schedule allows:
  + 2X at FB Campus in Months 4 and 5
  + 1X at WM Campus in Months 5 and 6
* Schedule strategic platform time in the WM Campus Sunday services to recruit and announce CH Campus needs during a minimum of 3 Sunday AM Worship Services (contact Tim to add this item to a Monday Senior Lead Agenda)
* Begin bi-weekly meetings with the CH Campus Team in month 4 and transition to weekly meetings in Month 5 (the CH Team needs to be part of Tuesday meetings at WM and/or FB campuses at least 4 times in Months 4 and 5)
* Schedule a bi-weekly coaching meeting with Chad Merrell via a scheduled phone call on alternate weeks. Michael and Tim will be invited into this meeting at strategic moments as needed.

**Month 6**

**General Action Items**

* Attend weekly Monday meetings at WM campus
* Attend the monthly Global Leadership Team Meeting on Tuesday @ 9:15am (Week 1 Tuesdays)
* Lead the weekly CH Campus Meeting on Tuesday @ 9:15am at WM Campus
* Meet with Chad Merrell and/or Tim Spencer as needed
* Summarize applicable takeaways from the last 2 required reading books – “Micropolitan Church” by Jerry Harris and “Transforming Church in Rural America” by Shannon O’Dell
* Meet with Chad Merrell and/or Tim Spencer as needed
* Meet 1x1 with Tyler Cory as needed
* Work closely with Nathan Neufang and Dwight Munn to identify and outline a campus assimilation strategy from invite step through membership. Campus strategy should match the overall FW strategy and be contextualized for Calhoun.
* Schedule a preaching workshop with the Monday Preaching Team (contact Michael to add this item to a Monday Preaching Team agenda)
* Attend worship services primarily at the FB Campus
* Attend CMS and WOHS football games and events as appropriate (in partnership with team and church members)
* Schedule key lunches and meetings with Calhoun pastors and local leaders (in partnership with team and church members)
* Schedule key lunches and meetings with prospective launch team leaders and members

**Month 6 Action Items**

* Complete final training of launch team leaders and volunteers
* Conduct community outreach in strategic Calhoun neighborhoods
* Oversee/verify launch plan logistics:
  + Outstanding shipments
  + Planning Center schedules and song lists
  + Volunteer schedules, etc.
  + Prep set up teams with hands-on training and at least two “soft Launch” services
* Focus all efforts in Month 6 on ensuring EXCELLENCE at the official launch of the new campus!