

## **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 1<sup>st</sup> 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!