

Ministry Action Plan

Ministry Area	Redemptive Arts
Leader	Dave Ronne
Year	September 1, 2011 - January 31, 2012

*We exist to inspire life, share life and give life, because Jesus said:
"I have come that they may have life and have it to the full."*

John 10:10

Core Responsibilities

(1) Series Creation / Design and Development

- Work with PK on series content 6 months out
- Creation of working series list to assist PK
- Refine weekly content for treatment document
- Series Brand / Design / Experience

(2) Leadership of Creative Process

- Lead decentralized creative process 'Producer / Treatment' type model
- Lead 7 day / 52 week cycle to a more systemic less hours intensive process
- Develop a culture of redemptive arts communicating truth in our culture

(3) Leadership and Development of Volunteer Involvement in Creative Process

- Coordinate the times and information systems for process
- Lead volunteer monthly brainstorming meetings
- Inspire focused song writing for our series and attend Song Writers Monthly Meeting
- Direct communication with all leaders in the decentralized process
- Evaluate effectiveness of decentralize process monthly

(4) Development of Department Heads

- Coaching and development of Strategic plan Mike Martins Dir. of Media / Production
- Coaching and development of Strategic plan Chris Morgan
- Coaching and development of Strategic Alex Watson Visual Design / Media Production
- Coaching and development of Strategic plan Doug Irvin Technical Director
- Coaching and development of Strategic plan Nick Kirk Studio Manager
- Coaching and development of Strategic plan Tonya Haswell Artistic Coordinator
- Coaching and development of Strategic plan Sabrina Joseph Volunteer Coordinator

(5) Build a Strong Worship and Communication Culture with all Campuses

- Create Monthly Communications and Sunday initiatives calendar for all campuses
- Partner with Donna to improve coordination of initiatives at all campuses
- Partner with Chris to deepen our 'Worship Culture' both on team/congregation
- Oversight of overall worship style direction
- Involvement in selection of songs and special to ensure continuity of all campuses

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New Territory Goals (Sept. to Jan, 2011 - 2012)

Responsibility Area	Status
<ol style="list-style-type: none">1. Recruit, envision, and empower the finest arts and tech team we have ever put together for the Peachtree Ridge/Sugarloaf launch.2. Choose Technological Strategy for Sugarloaf co-central master Plan to assure the financial projections.	

Leadership Development Focus (Sept. to Jan, 2011 - 2012)

1. Improve my networking with other creative leaders, increasing both my influence and discover new ideas.

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Ministry Area	Adult Worship Ministry
Leader	Chris Morgan
Year	September 1, 2011 – January 31, 2012

*To inspire life, share life, give life because Jesus said "I have come that they may have life and have it to the full."
John 10:10*

Core Responsibilities

(1) Leadership of Music and Worship Ministry:

- Deliver quality worship experiences into the life of the church
 - Team operating out of honest spiritual power
 - Honest pursuit of God every time
- Shepherd the spiritual growth and accountability of the worship team
 - Intentional investment in the emerging generations – lots and lots of one on one mentoring in the next generation
- Develop the leadership and personal growth of the active worship leaders
- Great Worship and Great Songs create excitement and momentum. I must continue to insure movement over these 2 critical areas.
- Oversee leadership of the choir
- Advise the emerging worship scene at Hamilton Mill and Flowery Branch.

(2) Creative Worship Team Member

- Be creative and Spirit led in bringing quality ideas to the table
 - Share the ownership of music ideation
- Contribute to the Worship culture at 12stone.
 - Brief teaching moments on Sunday
 - Inspire people to pursue experiences with God through Home plate oriented teaching when given the opportunity
 - Quality corporate experiences with God at 02.

(3) Connect with God and show up healthy

(4) Carry the vision (the What's Next) for the overall worship ministry

New Territory Goals (September 1, 2011 – January 31, 2012)

Responsibility Area	Status
<p>1. Take our multi campus worship culture to the next level.</p> <ul style="list-style-type: none"> • Meet once a month (during this season) with all the worship teams of 12stone (all campus teams, choir, next Gen teams, etc.). The main goal here is to create one healthy identity for our team. (one team many locations, meetings will be held at each campus); so that as we continue to expand we will not dilute in power or effectiveness. 	

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<ul style="list-style-type: none">• Emerging Worship leaders once a week. Building the basis of spiritual authority with young leaders and strengthening the connection to each other and 12Stone.• Fill the pipeline with more prospective worship leaders. This has always been part of my core responsibilities but now there is renewed emphasis.	
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Leadership Development Focus (September 1, 2011 – January 31, 2012)

1. Lead better through layers – getting things done through others (Katie, Tyler, Scott, Justin)
2. Keep it simple for the sake of consistency and speed... narrow vision. (Worship Team and systems leadership)

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Ministry Area	Redemptive Arts
Leader	Mike Martin
Year	September 1, 2011 – January 31, 2012

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Core Responsibilities

Serve as point leader for the following ministry areas:

(1) Assistant Sunday Producer

- Help in the development and implementation of series elements and flow
- Assist in leading, as well as contributing, to ideation and development of creative elements
- Research and develop series creation
- Lead my team members into a thorough understanding of the series flow and purpose

(2) Executive Producer (for campuses and other departments)

- Coordinate the associate video / graphics producers
- Manage the work flow of the volunteer work stations
- Ensure the video needs of the other campuses through Glyph exporting

(3) Filmmaker

- Use my core competency of film production to create creative media for Sunday morning, and other departments or projects as needed.

New Territory Goals (September 1, 2011 – January 31, 2012)

Responsibility Area

1. Develop the production culture at Peachtree Ridge. Work with the Sunday Am producer. The producer will aid in prepping for load in of production elements, technical execution, and performance.
2. I will help the spiritual growth of 12Stone attendees by working with the Communications Department to help get important information, in service, to our people in a creative way (i.e. Small Groups, Discover 12Stone, Day 01).

Personal Developmental Focus (September 1, 2011 – January 31, 2012)

I will work to strengthen my relationships with people in other departments, people I don't really know. In doing this, it strengthens connections between departments but it also addresses an issue for me on a personal level. I will get outside of my circle and into more meaningful relationships with other people.

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Ministry Area	Central Campus Pastor
Leader	Mark Eiken
Year	September 1, 2011 – January 31, 2012

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Core Responsibilities

1. Partnership in leading Central Campus with SP and XP.
 - Lead, Develop and equip the Central Campus Leadership Team
 - Central Campus Staff oversight
 - Next Generation Ministries
 - Spiritual Formation Ministries
 - Ministry Calendaring
 - DLT
 - Facilities relationship and leadership
2. Spiritual Leadership of Central Campus with SP and XP.
 - Raise up leaders with in the Central Campus
 - Leadership of Usher Team
 - Pastoral Leadership along with and aside the SP
3. Oversight of NG, SF and Communications.
 - Member/Ministries services/support content
 - Curriculum
 - Staff Support and resourcing content/tools.
 - Weekend Stage Communication for Central Campus
 - Global 12Stone Communication for Next Gen and SF
 - External Communication
4. Oversight of Sugarloaf Campus Ministry and Staff.
 - Hire/Recruit/Develop staff and volunteers.
 - Develop Launch strategy for January 8 launch
 - Carry the Spiritual/Pastoral weight of the Sugarloaf Campus

New Territory Goals (September 1, 2011 – January 31, 2012)

Responsibility Area	Status
<ol style="list-style-type: none"> 1. Hire Next Generation and Spiritual Formation Directors and lead through a smooth and effective transition. 2. Develop and launch a marketing and ministry strategy for the Sugarloaf Campus. 3. Redesign and establish visitor engagement process: from pre-visit to D12, and making it fully exportable. 	

Leadership Development Focus (September 1, 2011 – January 31, 2012)

1. Expand the practice of "everyday" to grow capacity, practice disciplined diligence and maintain spiritual authority.

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Ministry Area	Chief Financial Officer
Leader	Norwood Davis
Year	September 1, 2011 – January 31, 2012

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Core Responsibilities

Serve as point leader for the following ministry areas:

(1) Financial Integrity Systems

- Financial Security (counting tellers & deposits)
- Accounts Payable, Payroll, IRS Contribution reporting
- Accounting and Expense reporting
- Annual Audit Process
- Cash Flow Management
- Treasury Management
- Financial Analysis & Forecasting
- Risk Management & Insurance

(2) Human Resources/Legal/Governance

- Ensure an efficient and effective hiring process
- Benefit Management
- Corporate Governance (e.g., by-laws, policies & procedures, external standard compliance)
- Executive liaison and project manager for all legal matters including contracts, litigation, regulatory compliance, etc.
- Executive leadership for 12Stone subsidiary activities.

(3) Information Technology

- Computers, Networks, Kiosks and Backup Systems
- Wi-Fi Systems
- Databases (Shelby, Web, Phone)
- Web Site Management
- Security System
- Phone System

(4) Special Projects

- Scouting and selection of potential new campus locations.
- Provide executive leadership for high profile, externally facing projects.
- Executive liaison to county leadership in government, business, non-profit and education sectors.

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New Territory Goals (September 1, 2011 – January 31, 2012)

Responsibility Area	Status
1. Finance	
1.1. Guide executive team through significant capital decisions necessary in this period. Execute appropriate analysis, integrate appropriate stakeholders and manage pace of decision process appropriately. 1.1.1. Flowery Branch – Purchase & Terms of Debt Structure 1.1.2. Hamilton Mill – Acquisition & divestiture decisions. 1.1.3. Braselton – Long-term structure decisions.	
1.2. Align administration of Mesa Development, LLC (Sugarloaf) to WIF guidelines and expectations to ensure long-term success.	
2. Human Resources	
2.1. In coordination with Legal Counsel, review and structure intern program to mitigate existing risks and to position the program for a new scale in the Leadership Center era.	

Leadership Growth Plan (September 1, 2011 – January 31, 2012)

1. In coordination with Executive Pastor, review and realign, as appropriate, current external commitments and boards to new realities in both my position and personal life.

Goal – Hone my personal expression of the Ministry Practices of “Strive for Disciplined Diligence” and “Keep your Ministry Relevant” to serve as a model for my staff and to optimize my personal leadership at home and work.

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Ministry Area	Extension Ministries
Leader	Shawn Janes
Year	September 1, 2011 – January 31, 2012

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Core Responsibilities

Serve as point leader for the following ministry areas:

(1) Community Outreach

- Serve as staff liaison with local compassion ministries with whom 12Stone partners. Cultivate these relationships and develop a healthier understanding of their needs and ministry functions.
- Support and encourage key 12Stone leaders working with our ministry partners.
- Develop a compassionate heart among 12Stone congregation by offering continual opportunities to serve.
- Execute CIA 2011 effectively at all three campuses and analyze its efficiency for future events. Employ new ideas and implement accordingly. Communicate the results of CIA with the congregation and participants (i.e. video, photos, internet, Facebook, etc...)
- Ensure the 12Stone website clearly communicates the mission and focus of Local Outreach. Bring clarity and simplicity in presenting opportunities to serve with our ministry partners.
- Evaluate community needs and partnership opportunities to advance the scope of 12Stone community outreach initiatives. Propose new initiatives, as appropriate.

(2) Global Outreach

- Work with the Global Mission’s Director to communicate a global viewpoint on world missions.
- Evaluate the performance of the GMD as it relates to global communication, leadership development, processes and improvements, Spiritual health, and personal growth. Make recommendations as necessary.
- Serve alongside the GMD in the enhancement of existing partnerships while developing future alliances.

(3) Benevolence

- Ensure that those experiencing crisis or need are ministered to, supported and served in a holistic Christ-like manner.
- Nurture and develop Benevolence team members and mentors. Routinely provide guidance, support, training, and assistance in their efforts to support those in need.

New Territory goals (September 1, 2011 – January 31, 2012)

1. Community Outreach	
1.1. Initiate a monthly forum that will highlight a local community partner. The objective is to communicate awareness and offer opportunities for engagement.	

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This is being labeled "Compassion Connection" and is scheduled to begin in October on the 2 nd day of every month.	
2. Global Outreach	
2.1. Work with the Global Mission Director to explore new opportunities for engagement while evaluating our current partnerships.	

Leadership Development Focus (September 1, 2011 – January 31, 2012)

1. Designate time during this season to get alone with God. Solitude and time alone with God are essential for my Spiritual health and development as a leader. This has been a desire that has been unattainable on my most recent MAP's and one I hope to complete this season.
2. Continuing to move forward in the pursuit of being commissioned in the Wesleyan church. This is a desire that I believe God has put on my heart and one that is essential in my role as a leader at 12Stone Church.

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Ministry Area	Spiritual Formation
Leader	Robin Ritchie
Year	September 1, 2011 – January 31, 2012

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Core Responsibilities

1) SMALL GROUP LEADERSHIP

- a) Produce our Small Group 'New Leader' and 'Lunch 'n Learn' training environments
- b) Provide leadership to our Sunday Sermon Curriculum Writing Team
- c) Coach 35+ Couples Small Group Leaders
- d) Manage the SG Resource Library

2) DENOMINATIONAL SUPPORT

- a) Serve our equipping church mission and the Wesleyan District/Denomination
- b) Serve on Local and District Board of Ministerial Development

3) GENERAL PASTORAL RESPONSIBILITIES

- a) Pastor-on-call
- b) Support of Sunday Services
- c) Support of SFT Events

New Territory Goals (September 1, 2011 – January 31, 2012)

Responsibility Area	Status
Small Groups <ol style="list-style-type: none">1. Train and prepare to transfer leadership of our Trial Size SG environments2. Finalize Small Group Coaching Manual3. Back to Coaching Basics: Help the team refocus on the basics of coaching leaders and regain practices that have been lost over the last few years.	

Leadership Growth Plan (September 1, 2011 – January 31, 2012)

- Remain focused on pursuing the fullness of who God created me to be during this season of convergence.

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Ministry Area	12StoneKiDS
Leader	Ned Gable
Year	September 1, 2011– January 31, 2012

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Core Responsibilities

Serve the following ministry areas:

(1) Lead comprehensive children's ministry

Serve as the visionary catalyst and cultural architect for a world class children's ministry.

- Drive the Vision & Direction of a world class children's ministry
 - Serve as the Directional Leader of 12Stone Children's Ministry.
 - Implementation of vision and strategy
 - Ministry design / Curriculum development
 - Partner with parents by creating opportunities for parents to be involved in the spiritual development of their children
 - Develop an evangelistic edge that both reaches out to unchurched children and raises them up in their faith
 - Direct the strategy for multi-campus ministry
- Create a Culture of WOW
 - Provide Superior Service
 - Create Memorable Experiences
 - Create Excellent Environments
 - Develop culturally relevant Sunday environments for each age group
 - Make 12Stone the place where kids, parents, and volunteers want to be
- Lead the Morale of the team
 - Hire the best
 - Inspire leaders to maximize their God-given potential
 - Recruit passionate and motivated volunteers
 - Deliver next level training for effective ministry
 - Sustain the long term commitment of volunteers

(2) General Pastoral Responsibilities.

New Territory Goals (September 2011– January 2012)

Responsibility Area	Status
1. Enhance our ability to communicate with parents and potential volunteers through the creation of a 12StoneKiDS brand and the development of strategic communication pieces.	
2. Support the launch of Sugarloaf campus by developing and implementing a training program for 40 children's ministry volunteers.	
3. Provide a more engaging and exciting environment for preschoolers by collaborating with Alpine to secure 3 bids for the renovation of preschool worship environment.	

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Leadership Development Focus (September 2011– January 2012)

1. Grow in my ability build a close knit team by creating opportunities for meaningful community, prayer, and purposeful teambuilding.

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Ministry Area	Middle School Ministry
Leader	Stephen Perry
Year	September 1, 2011 – January 31, 2012

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Core Responsibilities

(1) Leadership of comprehensive Middle School Ministry:

- Recruit, Equip & Invest in primary adult leaders.
- Recruit, Equip & Invest in primary student leaders.
- Parent Partnership-Intentional plan.
- Primary leadership of overall discipleship and evangelism.
- Middle School budget.
- General Pastoral Ministry Responsibilities.
- Provide macro-leadership for student ministry at 12Stone Church.
 - Policies and procedures
 - Sermon series planning
 - Vision for student ministry
 - Event oversight
 - Volunteers
 - Discipleship/spiritual growth opportunities

New Territory Goals (September 1, 2011 – January 31, 2012)

Responsibility Area	Status
<p>1. Increase overall growth both numerically and spiritually of the ministry.</p> <ul style="list-style-type: none"> • An average of 350 students by December 31. • 50 students who make a salvation decision. • 25 students who make a bold crossing to get baptized. <p>2. Increase the health in SHARE groups this semester.</p> <ul style="list-style-type: none"> • Ratio of one adult per 8-10 students (this is an average of 35-45 consistent group leaders). • Advance our Small Group values of care and encouragement and maintain smaller group ratios in the midst of growth by recruiting 6 grade/gender SHARE group leaders (one male and one female for each grade) <p>3. Identify 30 students in middle school who will regularly engage in a Student Leadership opportunity once per month (10 students per grade). (To begin in September)</p>	

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Leadership Development Focus (September 1, 2011 – January 31, 2012)

1. Develop an increasing spiritual authority in my personal life and in my ministry by focusing intentionally on hearing God's voice through His Word, prayer, and wise counsel.