

An Agreement for an Approach to Strategic Planning Between the Church and the Facilitator

The Purpose of the Facilitator is to guide a strategic planning team through a step-by-step process to better understand the church's present posture and current style, and to take a fresh look at the community to discover the church's ministry opportunities. Then, to help the team develop action plans to become the church the Lord wants it to be and to more effectively reach the community with the gospel.

Four Main Functions:

1. To use the [Strategic Planning Workbook](#) available at Small Town Baptist .Net.
2. To help the team accurately describe themselves as a congregation, their style, and their strengths.
3. To assist the church in evaluating the ministries of the church, identifying opportunities to strengthen ministries, and to develop action plans to implement these changes.
4. To assist the team in planning for implementing their recommendations with details, deadlines, resources, and naming the persons responsible.

Understandings:

- Expect this process to take months. Exactly how many months will depend on how long the team will be willing meet at a time. Naturally, you and the pastor can agree on ways to tailor the process for this church, its size, and specific needs.
- The facilitator should help the planning team resist the temptation to skip steps in the process (except Step 7, which is optional). However, in collaboration with the pastor, these steps may be tailored to meet the needs of the church.
- There may be times when the team will need the facilitator to be an objective, outside voice of reason.
- As the process moves along, the team should provide updates to the congregation: "What we've been learning." The facilitator should assist in planning these report sessions.
- The team may recognize, mid-process, an opportunity for a quick win. The facilitator may assist the team in wording this recommendation for immediate church action.
- There will be steps in the process when both the team and facilitator need additional outside help. For example, in interpreting demographic information or in evaluating a specific ministry of the church. The facilitator will assist our pastor in securing this help, looking first to denominational consultants and other more affordable resources. The team may feel that it would be helpful to have that person present that information to the congregation.
- The facilitator is being asked to help our church build on our own strengths, not to train us in his own church's model of ministry.
- The church will compensate the facilitator this much \$ _____ at these times _____.

There is an audio file that goes along with this Agreement: [Facilitators in Strategic Planning](https://smalltownbaptist.net/audio/strategic_planning/facilitators.mp3)
https://smalltownbaptist.net/audio/strategic_planning/facilitators.mp3