

Suggestions for the Pastor in the Strategic Planning Process

In This Process the team will work together through a step-by-step process to better understand the church's present posture and current style, taking a fresh look at the community to discover ministry opportunities. Then, develop action plans to become the church the Lord wants us to be and to more effectively reach the community with the gospel.

Understandings:

- For this process the facilitator will be using the [Strategic Planning Workbook](#) available at Small Town Baptist .Net. You will want to download your own personal copy.
- It is vital to ensure that the team is composed of people who are prayerful, learners, thinkers, and listeners. You need people who will work together, without anyone trying to dominate the rest of the team.
- Expect this process to take months. Exactly how many months will depend on how long the team will be willing to meet in each session.
- You and the facilitator can agree on ways to tailor the process for your church, its size, and specific needs.
- You will need to communicate with a facilitator prior to each meeting. For some sessions you will be needed to provide attendance numbers, history, context, information about the bylaws, the historic founding vision of the church, etc.
- The facilitator will not be coming in with a pre-packaged plan used by other churches. Instead, he will help the team identify your church's style, strengths, and opportunities for outreach and ministry in our community.
- It's important for the team to buy into the ministry plan they produce for themselves. You want them to view it as "our plan," not "the preacher's project."
- Likewise, don't be too quick to suggest changing the church mission statement or core values. If there's nothing wrong with them... just why? It may be time to *reemphasize* them. You want the mission statement to be *the church's* mission statement, *not just the pastor's* mission statement. While we all have personal preferences for wording, such statements are supposed to be more timeless.
- Don't settle for suggesting mere cosmetic changes. For example, renaming and rebranding the Sunday School may be a good idea, but it isn't enough. Leaders still need to be trained to teach the Word and how to minister to their group members.
- It will be important for you, as pastor, to set the pace in demonstrating a spirit of humility and an eagerness to learn. Strategic Planning means taking an honest look at our church and how we're doing. Sometimes, that can be painful. Be brave.

Under the Strategies tab at Small Town Baptist .Net, there is an audio file which explains this process, found here:

[Overview of a Strategic Planning Process](#)

https://smalltownbaptist.net/audio/strategic_planning_overview.mp3