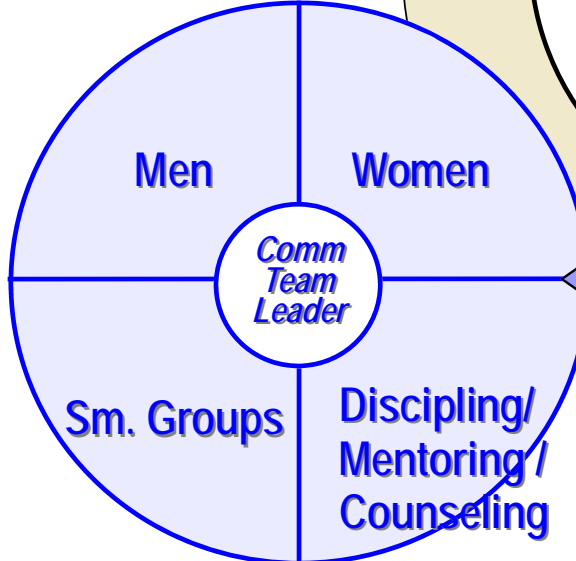
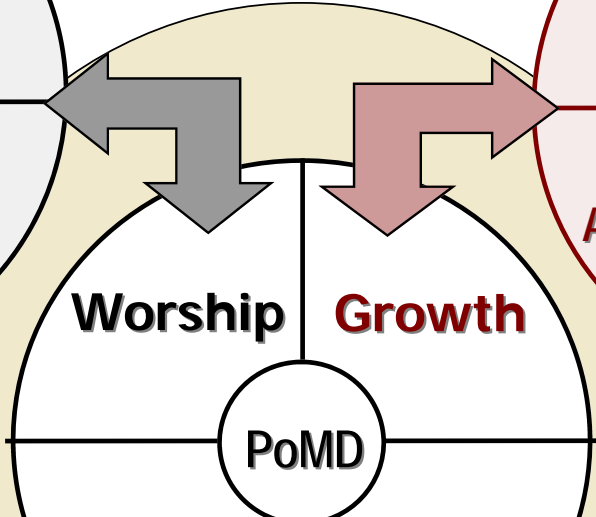
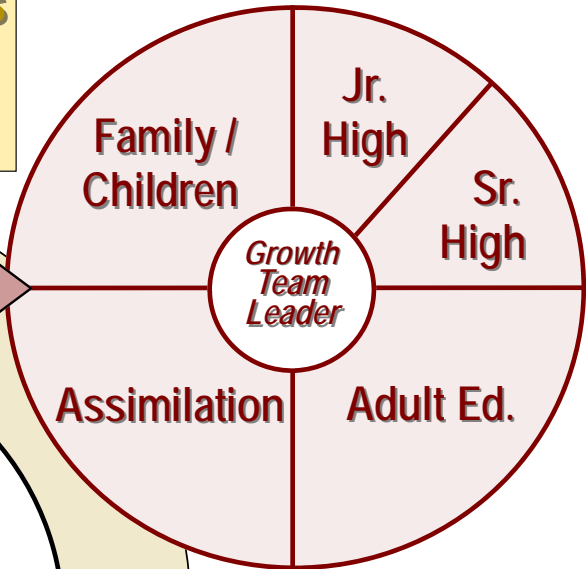
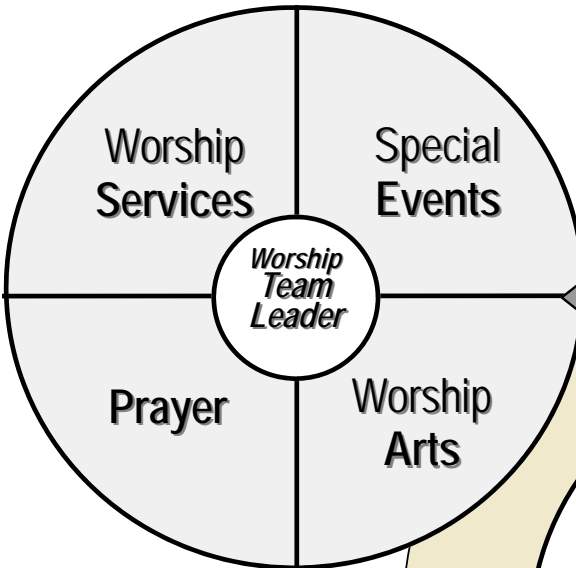


*Mike Bickley*  
*Pastor of Ministry Development*  
*Olathe Bible Church*

### The First 18 Months

1. Establish significant relationships.
  - Model character, competency, and commitment.
  - Lots of grace... Seek to win the loyalty of those I lead.
  - Break down pastoral supremacy...bring support staff into the loop; create cross functional teams; value everyone's contributions.
2. Clarify key components for organizational alignment / organism health (O<sup>2</sup>)
  - Staff Retreat 03: Randy Pope's The Prevailing Church.
  - Everyone on the same page in regard to central components.
  - Submitted written statements to be authorized and approved by the elders: Purpose, Vision, Values, Strategies, Staff SOP's (Standard Operating Principles).
3. Reorganize staff to maximize future ministry
  - From a hierarchical structure to a fractal team based structure.
  - High levels of autonomy and decentralization.
  - Focused on enhancing health by reversing the flow of communication and decision making.
  - Created a whole new staff meeting structure to accommodate SOP's.
  - Replaced Business Administrator.
4. Clarify our Multi-site Model of Ministry.
  - Participate in a Leadership Network Multi-site Community.
  - Working model of decentralization / centralization; resourcing / responsibility.
5. Instituted an annual strategic preparedness / planning process.
  - Created a simple planning process focused on accomplishing strategic initiatives.
  - Implemented it for the 04-05 ministry year.
  - Modifying it for the 05-06 ministry year.
  - Staff Retreat 04: Reggie McNeal's The Present Future.
6. Begin Reorganization of the Elders.
  - Moving to a function driven, fractal based, multi-tiered Elder Team.
  - Delineating the roles / responsibilities of the staff relative to the elders.
  - Moving toward a macro-oriented governance board model (away from a micro-oriented management model).

**Olathe Campus Infrastructure**  
Based on Core Values



ADMIN

**OLATHE BIBLE CHURCH  
FELLOWSHIP BIBLE CHURCH  
OF GARDNER**

**PURPOSE STATEMENT—Why do we as a church exist?**

*Our purpose as Christ's body is to glorify God. (Is. 42:8; Is. 43:7)*

The supreme goal of God through His church is to provide an irresistible display of His glory by offering mankind a picture of his grace and mercy.

“The wonder of the gospel and the most freeing discovery the sinner has ever made is that God’s deepest commitment to be glorified and my deepest longing to be satisfied are not in conflict, but in fact find simultaneous consummation in his display of and my delight in the glory of God.” (John Piper, the Supremacy of God in Preaching, pg 26).

**VISION—What are we seeking to accomplish?**

Our vision is a portrait of a preferable future. Our vision is the picture of what we believe God is going to do through us. Our vision is to be God’s body...

*“Leading people to passionately follow Jesus.” (Luke 14:25-35; Acts 20:28)*

This vision embodies the passion and essence of what OBC and FBC is all about. It captures our heart in the pursuit of Christ and keeps him at the center of everything. It speaks to all people everywhere—both to those who are not yet believers and to those who already are. It underscores the importance of passion and unqualified devotion in following and being like Christ. And it calls us to engage the culture not with fancy programs, but with godly leaders.

Our church family takes this vision to heart. Every person in the OBC and FBC family will be encouraged to take aggressive steps along a Biblical path toward spiritual maturity. We will urge every believer to discover life-change through corporate worship and commitment to a Christ-centered small group. We will seek to equip and develop humble servant-leaders who utilize their gifts in service and ministry. And we will strive daily to demonstrate our passion for reaching our community and world for Jesus Christ.

**CORE VALUES—What is foundational or absolutely indispensable to our ministry?**

Our values are the intentional and pervasive climate that we will strive to create as a means to accomplish our vision. They are more than an activity; they are the culture of our organization. At *OBC and FBC*, our values are woven into the fabric of our church throughout every ministry.

**We value *Worship***  
**(Deut 5:7-10; John 4:23-24; Romans 12:1-2; Rev 15:1-4)**

We believe that the vibrant practice of personal and corporate worship is to be the ongoing life-expression of every believer. Christ will be the focus of our worship and God’s glory will be exalted in all our gatherings. Our worship will be a lifestyle of stewardship—the way we live—not just an event we attend. Our corporate worship will be biblically based and

culturally relevant. We will reverently pursue God in all of His holiness, creating an atmosphere where people respond to the person and work of God.

**We value *Growth***  
**(Col. 1:28-29; Eph. 4:11-16; Col 3:12-17; John 14:21-27, 15:1-11)**

We will consistently challenge people to a lifestyle of intentional growth in biblical knowledge and priorities, life and ministry skills, personal character and heartfelt vision. We will pursue body life and congregational growth. We will continually evaluate our church's effectiveness—initiating innovative change whenever necessary.

We believe that the primary tools the Holy Spirit uses in growing us toward Christ-likeness are prayer, God's word, and life on life interaction. We will emphasize prayer, not just at the personal level, but throughout every ministry of the church. We will utilize Scripture in a manner that reflects both its truth and relevancy. We will honor the original intent of the Scriptures while highlighting their significance for contemporary living. We believe private, public, and prayerful study of the Word of God will lead to dynamic application. We will encourage personal transformation through life on life mentoring, discipling, and counseling.

**We value *Community***  
**(Acts 2:42-47; John 13:34-35; Eph. 4:17-32; Phil. 2:1-5)**

We will pursue authentic relationships that foster intimacy, encouragement, accountability, and support. We believe that the whole world will know that we are His disciples by the love we have for one another.

We believe the church should be a place of encouragement and equipping for all people, especially for those seeking to build genuine relationships. We will be a church of small groups that care, share, pray, worship, study, and serve together. We will be a biblical fellowship that is full of grace and compassion—loving the abandoned, rebuilding the broken, and forgiving the sinner.

**We value *Impact***  
**(Matt. 5:14-16, 9:35-38; 28:16-20; Luke 22:24-27)**

We desire to be used by God to challenge, equip, and mobilize every believer in building bridges that reach the unchurched with the gospel. We are committed as a church to being effective in our outreach, socially responsible in our community, and strategically involved in our world.

We will multiply disciples who love God passionately and who live as missionaries to their neighbors and world. We will recruit, train, and unleash a new generation of humble servant leaders who think globally and serve sacrificially.

**STRATEGIES—How do we plan to accomplish our vision as a church?**

***Multiplying Disciples***  
**(Matthew 28:16-20; Ephesians 4:11-16)**

We will have an unswerving commitment to multiplying disciples—reaching, nurturing, equipping, and sending will be at the core of our strategy. We will intentionally cultivate,

develop, and implement discipleship in every ministry. We will measure impact not just in terms of numerical growth, but also in terms of character and depth. Our goal will be to mature people of all ages along a common path.

### ***Developing Leaders***

**(2 Timothy 2:1-7; 1 Cor. 4:9-17, 11:1; 1 Thess. 1:4-7)**

We believe that it is the imperative of every godly leader to reproduce themselves. We will specifically commit our time and resources to the recruitment, reinforcement, reproduction, and releasing of leaders. We will provide intentional training in general leadership principles to maintain continuity within all our ministries. We will provide specialized training for ministry specific leadership utilizing a variety of methods including mentoring, coaching, and on the job training.

### ***Planting Churches***

**(Acts 8:4-8, 13:1-4, Titus 1:5; Rom. 15:20-21)**

We believe it is the responsibility of every healthy church to reproduce itself. We will multiply by birthing, growing, and releasing churches that make disciples of all peoples everywhere. We will aggressively pursue multiplying churches utilizing a variety of methods, such as reproductive multi-sites, traditional church planting, church birthing and spin-off, training centers for church planters, and any other viable strategy that creates reproducing churches.

### ***Building Bridges***

**(I Peter 3:15-16; Matt. 5:14-16; 1 Cor. 9:19-22; Col. 4:2-6)**

We believe our privilege as a church is to unite the “social” and “spiritual” aspects of the gospel by “incarnational bridge building”. We will be a community of people who stand firm in the truth against our culture. We will present living proof of a loving God to a watching world through gracious speech, caring actions, and community involvement. Our desire is to aggressively present the hope of Jesus Christ found in the gospel while energetically demonstrating the compassion of Christ through our good works.

### ***Creating Partnerships***

**(2 Cor. 8-9; Acts 15)**

We believe that our church should partner with other churches and ministries that are consistent with our theology and core values in local and world-wide ministry. We will pursue the development of mutually beneficial partnerships with churches, missionaries, mission boards, and para-church organizations that will further the building of God’s kingdom.

## **STAFF STANDARD OPERATING PRINCIPLES—Principles for ministry effectiveness**

As a staff, we will implement these standard operating principles in order to maintain consistency in our strategies and alignment in the organism/organization ( $o^2$ ). These are the core principles we will adhere to as a staff:

### ***Accountability***

We will be answerable to one another for our lives and ministry. Our goal will be continual growth toward Christ-likeness and ministry excellence. Because we desire the best for each other, we will challenge and probe and invite each other into meaningful dialogue about our lives and ministry. We will base our accountability in the authentic and unconditional love of Christ. We will pray for and with one another. We will be delighted to own the operating principles of our organization and to rise up and accept responsibility for areas impacted by our leadership.

### ***Team Ministry***

We will work together rather than separately. We will put a high value on humble servanthood and the priority of teamwork. We will seek to all be leaders of teams and members of teams. We will empower teams of people to accomplish ministry—not just individuals. We will be committed to work with others to accomplish God’s vision for our church in synergistic ways. We will pursue cross ministry contribution and whole church integration in our perspectives. We recognize each ministry is a part of the whole and that we are all moving together to accomplish a common vision.

### ***Innovation***

We will prize creativity in all expressions. We will encourage people to take the initiative and to offer fresh ideas, new perspectives, and off the wall suggestions. We will encourage thinking outside the box. We realize that creativity has a price, both in the energy it takes and the impact it brings. Therefore, we will create a climate where there is a freedom to fail—to take risks, to dream big, to move in spheres beyond all that we can ask or think. However, we will never sacrifice excellence. We will rise above mediocrity or the status quo in every endeavor. We will be committed to our best at all times.

### ***Reproduction***

We will keep multiplication thinking at the core of all we do. We will think in reproductive terms when it comes to ministry planning. We will invest ourselves in leaders who will invest themselves in leading. We will think reproduction and multiplication in every tactical decision we make.

### ***Communication***

We will choose to exchange thoughts, messages, and information by speech, signals, writing, or behavior in a way that effectively imparts information or ideas. We will recognize, understand, and utilize a variety of channels and types of communication. We will ensure that all communication projects (any intentional dissemination of information to the church or community) follow agreed upon standards of design, review, publishing, presentation, and distribution. We will always seek to take advantage of the most cost efficient method for effective communication. We will commit to using websites (or other advancing technologies) as the hub of all communications.

### ***Interaction***

Everything we do will be done with honesty and integrity. We will seek to first understand others before we seek to be understood. We will mean what we say and say what we mean. We will address issues with one another in a spirit of humility, always going to our brother or sister first, and directly. We will be compassionate, forgiving, and gracious in our

speech. We will build up...and not tear down. We will communicate and pursue our passions with zeal, but do so without running over each other.

***Vision, Values, Strategy, and SOP Driven***

All of our ministries will be in alignment with our vision, values, strategies, goals, objectives, and these principles. We will accept God's direction as it comes through the Elders and we will seek to put their goals and objectives into an annual strategic plan that represents our best praying and thinking in the power of the Holy Spirit. We will not be driven by the winds of culture or the current ministry fads, but by the direction of God's truth and the concrete vision he has given to our Body through the Spirit to the Elders.

***Loyalty***

We pursue loyalty to the vision and to the team at all levels. We will live and work and co-labor with each other in ways that demonstrate supportive attitudes and sacrificial spirits. We will shower each other with encouragement and cheer each other in our endeavors. We will demonstrate critical thinking without critical spirits. We will be devoted to one another. We will believe the best about each other and seek to bring out the best in each other.

*Olathe Bible Church*  
**Strategic Planning Outline**  
*2004-2005 Ministry Year*

1. **Analysis of our Current State.** As best we can, we want to put into context where we have been, what has happened, and what we see as the state of the church right now. We also want to look to the future for trends and issues impacting our ministry. We want to bathe the whole process in prayer and get as much input from our congregation, our culture, and our leaders as is possible.
2. **Clarification of our Existence** (Purpose, Vision, Values). We need to review our purpose, vision, and values. We need to recommit to these every year, using them as the basis for our strategic ministry plan. We will approach God in humility and faith, allowing his purpose to drive our planning.
3. **Commitment to God's Direction** (A Picture of the Future). As best we can, given our purpose, vision, and values, we need to discover the picture of what God would like the church to look like in the next year and future (looking out 3, 5, and 10 years). This picture should be revisited, clarified, and recast all year long. It should be anchored in a *State of the Church* address every year.
4. **Assessment and Identification of Core Strategic Issues.** Once we know why we exist (purpose and vision), what our intended culture is (values), and where God is taking us (direction), then we need to identify the core strategic issues. These are our mission critical issues that we must address to fulfill God's calling.
5. **Development of an Annual Strategic Plan** (1 year comprehensive with 5 and 10 year Outlooks). We must take God's direction and break it down into goals (broad-based descriptions of "being" and "doing".) and objectives (results oriented targets that are specific and measurable). Then the staff and ministry team leaders will be responsible for developing the strategies and tactics to accomplish the goals and objectives.
6. **Allocation of God's Resources to Sustain the Plan.** After the elders have settled on faith-oriented goals and objectives and the staff have developed the strategies, we will determine our budget based on that strategic plan. We will allocate our people based on our strategic plan. And we will use and build our facilities based on our strategic plan.
7. **Execution of the Plan.** After identifying the plan and deciding how to support the plan, we must determine how the plan will be executed. We will identify and empower those individuals who will be responsible for its oversight, and those who will be executing its facets. And we will under-gird its implementation with continual fasting and prayer. And we will always remain open to any new direction the Spirit of God might lead us.
8. **Monitoring and Evaluating the Execution of the Plan.** We must determine how to monitor the effectiveness and evaluate the impact of our plan. This is to be done by assessing health—how we are growing in depth and breadth, in being and doing. And we will do this several different ways at several different times during the year.

Please remember two things as you look at our proposed strategic planning process:

- First, our ambition is to let our plan serve God's desires, not to let our God serve the plan's desires!
- Second, our God is a God of plans. And we should be no more afraid of making long-term plans than we are of changing them whenever God speaks.

## OVERVIEW OF THE 2004-2005 MINISTRY PLANNING CYCLE

<i>April</i>	<i>May-June</i>	<i>June-July</i>	<i>July-August</i>	<i>By End of August</i>	<i>September</i>
<i>Dreaming &amp; Shaping</i>	<i>Directing</i>	<i>Focusing</i>	<i>Refining</i>	<i>Approving</i>	<i>Launching</i>
Lead Pastor – Personal Vision Retreat	Lead Pastor – Casts Vision with Core Value Team	Lead Pastor – Consults with GCP and PoMD on Campus Plans.	Lead Pastor – Consults with GCP and PoMD on Campus Plans.	Lead Pastor – Consults with GCP and PoMD on Campus Plans.	Lead Pastor Casts Vision with the Body
Vision Team – Processes Lead Pastor’s Goals	C V T – Cast Vision with Core Value Leadership Teams	C V T – Works w/ C V L T’s on Team/Individual Ministry Goals	C V T – Works w/ C V L T’s on Adjusting Objectives and Budget	C V T – Works w/ C V L T’s on Finalizing Detailed Ministry Plans	All Teams Putting Ministry Plans into Action!
	C V L T’s Cast Vision with Core Value Ministry Teams	C V L T’s – Works with C V M T’s on Clear and Measurable Objectives	C V L T’s – Work on PFS, Objectives, Budget and Calendar	C V L T’s – Finalized Detailed Ministry Plans Completed	
	C V M T’s Begin Process of Developing the Objectives for 2004-2005	C V M T’s – Produce Clear, Measurable, Results Oriented Objectives	C V M T’s – Work on PFS, Objectives, Budget and Calendar	C V M T’s – Finalized Detailed Ministry Plans Completed	
	Pastor of Min Dev – Outlines Planning Process for 2004-2005	Pastor of Min Dev – Works with CVT on PFS, Goals, Directives for 2004-2005	Pastor of Min Dev – Consults with Staff on Developing Ministry Plan for 2004-2005	Pastor of Min Dev – Helps Staff to Finalize the Ministry Plan for 2004-2005	
	Elders Approve Vision Goals and Focus for 2004-2005	Elders Set Budget Increase/Decrease for 2004-2005	Elders Review Initial Ministry Plan for 2004-2005	Elders Approve Ministry Plan for 2004-2005	
				Congregational Meeting to Approve Budget for 2004-2005	State of the Church Address

**OBC**  
**Staff Meeting Structure**  
 2004-2005 Ministry Year

	<b>First Monday</b>	<b>Second Monday</b>	<b>Third Monday</b>	<b>Fourth Monday</b>	<b>Fifth Monday</b>
<b>8:30 - 10:00</b>	<i>Core Value Leadership Teams Prayer</i>	<i>Core Value Leadership Teams Meeting</i>	<i>Core Value Leadership Teams Prayer</i>	<i>Core Value Leadership Teams Meeting</i>	
<b>10:00 - 11:30</b>	<i>Core Value Team Meeting</i>	<i>Core Value Team Prayer</i>	<i>Core Value Team Meeting</i>	<i>Core Value Team Meeting</i>	<i>Fifth Monday Staff Team Building Day (Rex-Organized by CVT)</i>
<b>Lunch</b>	<i>All Staff Luncheon (Cheering)</i>	<i>Multi-Site Leadership Team</i>	<i>All Staff Luncheon (Calendar)</i>		
<b>1:30 – 3:00</b>	<i>Staff Development</i>		<i>Staff Brainstorming</i>	<i>Annual Ministry Plan Accountability</i>	
<b>3:00 – 4:00</b>	<i>Staff Breakout</i>	<i>Staff Breakout</i>	<i>Staff Breakout</i>	<i>Staff Breakout</i>	
<b>4:00 – 5:00</b>	<i>Staff Breakout</i>	<i>Staff Breakout</i>	<i>Staff Breakout</i>	<i>Staff Breakout</i>	
<b>Evening</b>					

