



The Creek  
3 Year Planner  
2007 - 2010  
**Year Two Update**

# Table of Contents

Page 1	Letter from Gary
Page 2	A picture of our preferred future
Page 3	Summary of major initiatives
Page 4	Adult Ministries three-year plan
Page 6	Worship & Creative Arts three-year plan
Page 8	NextGen Ministries three-year plan
Page 10	Business Operations three-year plan
Page 18	Steps for developing a personal three-year plan

Friends,

Consider the eagle, an amazing creation of God. It is said that the eyes of an eagle are extremely powerful. An eagle is capable of seeing prey in an area of nearly three square miles while flying at 1,000 feet. While flying, an eagle can see prey the size of a rabbit over two miles away. In simple terms, an eagle has exceptional vision. At The Creek, we want exceptional vision.

Our Leadership Team (i.e.: the elders and staff) have developed a strategic three-year plan. Why a three-year plan, and not five or ten year plans? Simply put, Jesus accomplished His entire mission in three years. He was determined to finish all that His Father sent Him to do, and Jesus urgently completed that task. So then, we ask what we call our “three-year question”: What if we only had three years to accomplish our most effective ministry? We are not guaranteed unlimited time to do ministry. What do we need to do differently to bring as many people to Christ as possible so that their lives could be transformed one at a time? We would need to work as urgently and passionately as Jesus did.

We practice strategic three-year planning at The Creek. Strategic planning enables us to carefully and wisely use the resources that God has entrusted to us. Moreover, strategic planning is magnetic in nature. A church that has a specific, intense plan for the immediate future seems to be headed somewhere, and quite often, people are drawn to such a church. People are careful in the use of their time, and they typically connect with organizations that have a sense of purpose and direction. To that end, we want people to know we are a community of Christ-followers, who continually move ahead with intentional purpose and direction.

Take a few moments to become familiar with our next three-year strategic plan. The plan reflects the major initiatives that each of our primary ministry teams are pursuing, and should those initiatives be accomplished, we should resemble the church described in the “picture of our preferred future.” Our elders and staff worked very hard to draft this brief statement, describing what we hope The Creek will become three years from now. Only by trusting in God will we be able to press on and accomplish this plan.

Not only does an eagle have exceptional vision, but an eagle is uncommonly faithful. An eagle mates for life, and lives in the same nest for years—adding to the size of the nest as years pass by. At The Creek, we want to be faithful to Jesus Christ in this very place. He has entrusted many acres of ground to us in the geographical center of Franklin Township. The southeast side of Indianapolis is our mission field. It is here that we remain rooted—building on to the “nest” as more people come to know Christ.

With exceptional vision and by being uncommonly faithful, we press on together in this place.



Dr. Gary L. Johnson  
Senior Minister

## **A picture of our preferred future:**

*As we stand here in August of 2010, we see confirmation that Jesus is indeed transforming lives at The Creek. This is witnessed in our genuine worship of the Living God, as growing numbers of people are drawn into an irresistible environment of adoration and praise. By strategically developing Christian leaders our increasing spheres of influence enable us to have greater spiritual impact, both locally and globally. The Creek has transitioned into a “mission-driven” culture where a greater percentage of our members are equipped and empowered to passionately serve God according to His gifting and calling. Connecting in authentic community, we are living the biblical imperatives to “love one another,” “forgive one another,” “encourage one another” . . .*

## Summary of Major Initiatives

### Adult Ministries

- **MENTORING LEADERS**
- **CONNECTING PEOPLE**
- **MATURING BELIEVERS**
- **SERVING OTHERS**

### Worship & Creative Arts

- **TRAINING LEADERS**
- **EQUIPPING SERVANTS**
- **BUILDING TEAMS**
- **SERVING**

### NextGen Ministries

- **EQUIPPING PARENTS**
- **TRAINING YOUTH**
- **BUILDING COMMUNITY**
- **REACHING OUT**

### Business Operations - Communications

- **BRANDING**
- **DEVELOPING PEOPLE  
& SKILLS**
- **CREATING &  
PROMOTING MINISTRIES**

### Business Operations - Finance

- **BUDGETING**
- **CASH FLOW PLANNING**
- **FINANCIAL REPORTING  
& CONTROLS**

### Business Operations - Facilities

- **ALLOCATING RESOURCES**
- **SECURING & ACCESSING**
- **TEAM BUILDING**

### Business Operations - Administration & Information Technology

- **SUPPORTING MINISTRY  
& GENERAL OFFICE FUNCTIONS**
- **PLANNING & ALLOCATING RESOURCES**

Major Initiatives

2007 - 2008  
Year One

2008 - 2009  
Year Two

2009 - 2010  
Year Three

**MENTORING LEADERS**

Strategically developing  
Christian leaders

- \* Establish intentional and deliberate mentoring methods
- \* First tier of mentoring occurs
- \* Group Leader Roundtable
- \* Continue first round of "Leadership Culture"

- \* Mentees begin replicating themselves (2 Tim 2:2)
- \* Develop leadership assessment tools
- \* Launch second round of "Leadership Culture"

- \* Mentoring systems become self-motivating and self-replicating

**CONNECTING PEOPLE**

Connecting in authentic community  
Encouraging one another

- \* Geographic assessment
- \* Identify zones/levels
- \* Develop systems and infrastructure
- \* Develop training curriculum
- \* Launch "I have a friend..." quarterly training

- \* Communicate and promote the value of belonging
- \* Recruit and train small group "Care Coordinators"
- \* Select and train initial area shepherds
- \* Select and train initial zone pastors
- \* Launch zone pastors

- \* Communicate and promote church-wide coordinated care
- \* Develop assessment and feedback tools
- \* Launch coordinated care with at least 30% congregational participation

**MATURING BELIEVERS**

Equipping and empowering

- \* Communicate and promote "Building a Foundation"
- \* Communicate and promote "Center for Christian Excellence"
- \* Launch Wednesday evening initiative
- \* Launch Foundation series events
- \* Develop accountability relationships
- \* Increase web-based technology and resources
- \* Make evangelism resources available

- \* Church-wide implementation of "Building a Foundation"
- \* Develop assessment tools
- \* Launch "Building a Foundation" coaches initiative
- \* Offer Evangelism training

- \* Begin church-wide assessment
- \* Assess and modify curriculum
- \* Establish ongoing assessment plan and procedures
- \* Develop evangelism assessment

**SERVING OTHERS**

Serving God according to  
His gifting and calling

- \* Strive to have 25% of our people serving
- \* Spiritual-Gift based service placement
- \* Promote opportunities to serve
- \* Communicate philosophy and goals for serving
- \* Develop assessment of Global Involvement

- \* Strive to have 33% of our people serving
- \* Promote Living Without Walls
- \* Increase involvement in short-term mission trips
- \* Develop concentric circles of influence

- \* Strive to have 50% of our people serving

*Ministry Initiatives*

*2007 - 2008 / Year One*

*2008 - 2009 / Year Two*

*2009 - 2010 / Year Three*

**TRAINING LEADERS**

Training for leaders within the WCA ministry teams that is focused both on leadership skills and spiritual growth

- \* Encourage spiritual growth within each specific ministry leadership team by the ministry staff.
- \* Conduct quarterly meetings for all leaders that consist of spiritual growth, Biblical training, and leadership development

- \* Leaders complete the Leadership Culture Class and begin investing in other leaders
- \* Leaders begin the initiative to lead the spiritual growth challenge for other leaders and servants
- \* Leaders begin to identify and mentor emerging leaders

- \* All leaders within the WCA ministry actively implementing his or her learned leadership skills effectively.
- \* Specific areas of ministry functioning under lay leadership direction with fully empowered lay leaders

**EQUIPPING SERVANTS**

Identifying and providing tools and resources for those serving to better serve in their area of ministry

- \* Begin researching evaluation techniques to improve technical skills.
- \* Begin conversations with those serving regarding gaps in WCA ministries.

- \* Implement regular seminars and workshops in areas of ministry where skill development is key.
- \* Implement evaluation processes for Sunday morning worship services that includes servants, leaders, and staff.

- \* Make necessary changes to the evaluation processes.
- \* Have in place an interview process for all areas of ministry and auditions for Drama, Praise Band, and Praise Team.

Improving communication within and between ministry teams through technology

- \* Identify lay communication leaders in every area of ministry and empower them to create necessary communication for those serving within that ministry.
- \* Research the process of transferring information to the website—including music charts, drama scripts, production sheets, etc.
- \* Create a monthly newsletter for WCA leaders.

- \* Research the process of transferring information to the website—including music charts, videos, drama scripts, production sheets, etc.
- \* Create a weekly newsletter managed by a lay volunteer for every area of ministry that includes community care information for that particular ministry.
- \* Create an identity that includes a vision and mission statement for every area of the WCA ministry that is aligned with the overall WCA ministry vision.

- \* Function as a web-based communications community where servants and leaders are fully informed and have access to information via the web.

**BUILDING TEAMS**

Building authentic community within each WCA ministry team

- \* WCA staff is working with leaders to create community moments through shepherding groups and community-building events such as social activities and service opportunities.

- \* Leaders taking responsibility for these community moments.
- \* Community moments are a regular occurrence in every area of ministry.

- \* Authentic community is a part of the culture of the WCA ministries. The ministry servants are caring for one another and are “doing life” together.

Building unity among the WCA ministry teams

- \* Grow annual retreat participation.
- \* Grow opportunities for serving across ministry groups.

- \* Annual retreat plus a new fall kickoff
- \* Create two annual community outreach events that involve all areas of the WCA ministry.

- \* 80% of servants are attending the annual retreat and the fall kickoff.

**SERVING**

Production and preparation

- \* Create opportunities for new people to serve in the WCA ministry.
- \* Foster an environment where people are eager to serve.
- \* Continue to raise the level of excellence expected both technically and spiritually from those serving.
- \* Research creative planning processes.

- \* Identify areas of ministry where improvements need to be made in the connection for new volunteers to serve.
- \* Evaluate our creative planning process and implement new findings from previous research that will begin 4 months before implementation.

- \* Create on-going recruiting tactics for each area of ministry with WCA.
- \* Continue to improve the creative planning process working 6 months prior to implementation.

Outside of The Creek

- \* Research and discover areas where those serving in WCA can use their talents to serve outside of The Creek.

- \* Implement at least one service project that is arts-oriented in each area of ministry within the WCA.

- \* Continue annual service project.
- \* Create a WCA-wide service project to be completed annually.

WCA = Worship & Creative Arts

## Major Initiatives

2007 - 2008  
Year One

2008 - 2009  
Year Two

2009 - 2010  
Year Three

### **EQUIPPING PARENTS**

Partner with parents

- \* Work with Adult Ministries to develop a strategy to equip parents.
- \* Develop a communication plan.
- \* Identify key leaders for a team comprised of parents.

- \* Begin to implement plans for communication and social events. Plan a parenting conference.
- \* Continual assessment of communications plan.
- \* Equip parent team.
- \* Host a Parent Advisory Committee.

- \* Host an annual parenting conference.
- \* Parent leadership team facilitates ministry for equipping parents.

### **TRAINING YOUTH**

Strategically develop curriculum, leadership and discipleship

- \* PS: Once a year we will teach a series of lessons that is created "in-house" and not purchased.
- \* CM: Once a year we will teach a series of lessons that is created "in-house" and not purchased.
- \* MS: Identify students interested in leadership and begin to develop a format for student leadership.
- \* HS: Launch two discipleship programs; one allowing students to be responsible for personal spiritual growth and the second to create mentoring groups.
- \* W: Research creative elements currently not used and initiate a team-based response.

- \* PS: Develop and train leadership teams.
- \* CM: Growing the team that has been developed to write curriculum. Identify leaders within this group.
- \* MS: Develop and further define student leadership teams.
- \* HS: Have 85% of all students in Approach participate in some aspect of our discipleship ministries.
- \* W: Recruit student musicians and techs to develop ministry teams.
- \* YA: Release all 5 ministry teams.

- \* PS: Implement new curriculum that was produced "in house."
- \* CM: Develop a team to write all small group lessons for Kids ROCK.
- \* MS: Students are leading in ministry teams and teaching leadership skills to other students.
- \* HS: Assess spiritual growth of students and the effectiveness of discipleship programs.
- \* W: Pursue national and international opportunities to participate in worship.

### **BUILDING COMMUNITY**

Build community within the adult leadership team

- \* PS: Identify room/team leaders.
- \* CM: Collect special offerings to sponsor a child through Compassion International.
- \* MS: Provide a format that encourages community to develop.
- \* HS: Provide regular times to hang out, eat a meal, or discuss the ministry, etc.
- \* W: Present regular opportunities for spiritual growth.

- \* PS: Outings for leaders who serve together.
- \* CM: Host social events for Kids ROCK leaders such as camping trip, amusement park visit...
- \* MS: Provide training for every volunteer.
- \* HS: Create a leadership team with greater responsibilities.
- \* W: Meet with volunteers quarterly to visit other worship venues and also for fellowship.
- \* YA: Expand Small Group participation; begin Small Group leader trainings (1/month); refine college groups.

- \* PS: Mentor room/team leaders.
- \* CM: Organize an Annual Family Service day where we serve a family or organization in need within our area.
- \* MS: Host regular social and training events with volunteer leaders.
- \* HS: Develop leadership teams for discipleship, outreach and service.
- \* W: Replicate accountable relationships.

### **REACHING OUT**

Sharing the love of Jesus with others

- \* PS: Collect goods for missionaries.
- \* CM: Provide two opportunities to invite friends to church each year. Include small group activity to create invitations.
- \* MS: Develop a plan for strategic outreach events.
- \* HS: Research missional strategies and host "tail gate parties".
- \* W: Choose leaders to oversee teams.

- \* PS: Promote "Bring a Friend" day.
- \* CM: Highly promote two Sundays as "Bring Your Parents to Kids ROCK Sunday."
- \* MS: Develop adult leadership to plan and host outreach events.
- \* HS: Discover ways to partner with area high schools to connect with students.
- \* W: Participate and facilitate worship for HS and MS outreach events.
- \* YA: Launch bi-weekly worship experience; create calendar for all events; partner with specific Indianapolis missions.

- \* PS: Support a missionary who serves kids, both monetarily and with needed supplies.
- \* CM: Have two services a year that are family oriented and outside of regular service times.
- \* MS: Develop student leadership to plan and host events.
- \* HS: Host an event three times a year.
- \* W: Provide opportunities for teams to take active ownership in student ministry programs.

PS = Preschool Ministry  
CM = Children's Ministry  
MS = Middle School Ministry  
HS = High School Ministry  
W = Student Worship Ministry  
YA = Young Adults

*Major Initiatives*

*2007 - 2008  
Year One*

*2008 - 2009  
Year Two*

*2009 - 2010  
Year Three*

**BRANDING**

Personality of The Creek  
Feeling or emotion identified  
with The Creek

- \* Audit current brand
- \* Assess internal and external brand perceptions
- \* Develop "Master Brand"

- \* Brand presentation and introduction to leadership and congregation
- \* Guide ministries in brand integration and ownership

- \* Repeat Brand Audit
- \* Reassess internal and external brand perceptions
- \* Reaffirm "Master Brand"

**DEVELOPING PEOPLE & SKILLS**

Writing  
Photography  
Graphic Design  
Video

- \* Develop recruiting and application process
- \* Establish teams
- \* Audit and assess production process
- \* Identify technology needs
- \* Team to attend communications conference

- \* Establish team leadership
- \* Team leaders participate in second round of "Leadership Culture" beginning in 2009
- \* Reengineer production process
- \* Develop technology plan

- \* Establish team ownership
- \* Implement technology plan
- \* Leadership team to attend communications conference

**CREATING & PROMOTING MINISTRIES**

Communication  
Marketing

- \* Assessment against the communications purpose statement (see below)
- \* Investigate new resources
- \* Understand the vision and mission of individual ministries

- \* Ongoing assessment against communications purpose statement
- \* Guide each ministry in developing a primary marketing plan
- \* Develop budgets for outsourced Graphic Design by ministry

- \* Replicate ongoing assessment
- \* Develop marketing plan for primary church-wide initiative

Communications Purpose Statement:

To effectively connect people with The Creek through communication and marketing that is relevant, consistent and efficient.



*Major Initiatives*

*2007 - 2008  
Year One*

*2008 - 2009  
Year Two*

*2009 - 2010  
Year Three*

**BUDGETING**

This portion of the Business Operations Plan was added for years two and three.

- \* Assess current budgeting practices in the following ministries which represent 84% of the operating budget: Leadership, Global Involvement, Building & Grounds, Administration, NextGen, and Worship & Creative Arts
- \* Participate with these same ministries in a zero-based budgeting process for the 2009-2010 fiscal year

- \* Ongoing assessment and budgeting involvement with Year Two ministries
- \* Assess budgeting practices in the remaining ministries: Debt Service, Assimilation, Pastoral Care, and Adult Discipleship
- \* Participate with these remaining ministries in a zero-based budgeting process for the 2010-2011 fiscal year

**CASH FLOW PLANNING**

This portion of the Business Operations Plan was added for years two and three.

- \* Assess cycles in cash flow requirements with particular focus on the prepayment of Global Involvement and Student Ministry trips
- \* Develop and implement a modified accrual system to accommodate these cycles
- \* Develop a “sinking fund” strategy for major building and campus repairs in the future: a fund into which money is set aside over time to cover anticipated expenditures

- \* Ongoing assessment of cash flow cycles and modified accrual system
- \* Implement “sinking fund” strategy for major building and campus repairs in the 2010-2011 Operating Budget
- \* Assess cash flow requirements for construction of the south side NextGen facility

**FINANCIAL REPORTING & CONTROLS**

This portion of the Business Operations Plan was added for years two and three.

- \* In conjunction with our accounting firm, Capin Crouse, and our software provider, ACS, determine and implement the most appropriate method for reporting “restricted” (donor designated) contributions
- \* In conjunction with our accounting firm, Capin Crouse, create an Internal Controls document detailing the policies and procedures for handling all contributions, payments and reporting

- \* Ongoing assessment and enhancement of Internal Controls
- \* Assess the need for a full-time Bookkeeper or part-time Controller

*Major Initiatives*

*2007 - 2008  
Year One*

*2008 - 2009  
Year Two*

*2009 - 2010  
Year Three*

**ALLOCATING RESOURCES**

This portion of the Business Operations Plan was added for years two and three.

- \* Determine major, future building and campus repairs to be included in the financial “sinking fund” strategy
- \* Draft a Preventative Maintenance document that identifies and calendars maintenance for all major building and campus systems and equipment
- \* Implement remote HVAC monitoring and programming

- \* Ongoing assessment of “sinking fund” strategy for major building and campus repairs
- \* Implement Preventative Maintenance program

**SECURING & ACCESSING**

This portion of the Business Operations Plan was added for years two and three.

- \* Assess building security and access procedures during the business week and unoccupied hours
- \* Determine, document and distribute policies and procedures regarding security and access to staff and key lay leaders
- \* Investigate advanced systems to provide adequate security and access in the future

- \* Install and implement advanced systems to provide adequate security and access
- \* Ongoing assessment as building and programming grow in complexity

**TEAM BUILDING**

This portion of the Business Operations Plan was added for years two and three.

- \* Identify service opportunities for general maintenance beyond Grounds Keeping and Sanctuary Cleaning: deep cleaning, carpentry, painting, plumbing, and electrical
- \* Establish teams and team leadership: recruit, train, mentor, shepherd
- \* Team leaders participate in second round of Leadership Culture beginning in 2009
- \* Develop a project management system to keep teams current and productive

- \* Assess team building effort and impact
- \* Ongoing team and leadership development to provide service opportunities and mitigate outsourced maintenance costs
- \* Ongoing Leadership Culture participation

*Major Initiatives*

*2007 - 2008  
Year One*

*2008 - 2009  
Year Two*

*2009 - 2010  
Year Three*

**SUPPORTING MINISTRY  
& GENERAL OFFICE  
FUNCTIONS**

This portion of the Business Operations Plan was added for years two and three.

- \* Review and rewrite all Ministry Descriptions
- \* Revisit staff's Spiritual Gift Assessments for assigned ministry fits
- \* Assess staff's aptitude on general office software and equipment, as well as skills required for specific ministries
- \* Develop and begin implementation of appropriate training based on assessments
- \* Draft Standard Operating Procedure Manuals for each position and responsibility
- \* Assess facility scheduling process identifying potential areas of improvement: who, what, when, where, and how

- \* Ongoing assessment of Ministry Descriptions
- \* Ongoing assessment of staff's Spiritual Gifts and general office skills
- \* Ongoing implementation of training
- \* Complete and maintain Standard Operating Procedure Manuals
- \* Implement improvements to the facility scheduling process

**PLANNING & ALLOCATING  
RESOURCES**

This portion of the Business Operations Plan was added for years two and three.

- \* Assess required support for ministry and general office functions
- \* Make staffing recommendations for the 2009-2010 Operating Budget based on assessment
- \* Assess current enterprise and workstation software for upgrades or migrations
- \* Develop a multi-year obsolescence / replacement plan for the current inventory of 35 administrative workstations and 3 servers to include an assessment of PC versus Mac, as well as laptops versus desktops
- \* Assess existing phone system's ability to support our facility and staff at our current growth rate
- \* Assess office equipment needs and recommend upgrades or replacements: copiers, printers, fax, folder, postage machine

- \* Ongoing assessment of required support for ministry and general office functions
- \* Make staffing recommendations for the 2010-2011 Operating Budget based on assessment
- \* Implement enterprise and workstation software upgrades or migrations
- \* Implement a multi-year obsolescence / replacement plan for the administrative workstations and servers in the 2010-2011 Operating Budget
- \* Act on the phone system assessment: maintain status quo, upgrade existing equipment, or migrate to new technology
- \* Implement recommendations on office equipment upgrades or replacements

Complete the following five step process to create your personal or family three-year plan.

## **STEP 1: DEVELOP A PERSONAL OR FAMILY PURPOSE STATEMENT**

**A Personal Purpose Statement should be...**

- A) Short . . . so that it can be memorized.
- B) Scriptural . . . a reflection of biblical truth, not necessarily an actual verse.
- C) Specific . . . meaning measurable. You must be able to determine if you are accomplishing your purpose.

**The Process of Crafting a Personal Purpose Statement...**

(adapted from Stephen Covey's *Seven Habits of Highly Effective People*)

1. List the most influential person(s) in your life.  
On a sheet of paper list no more than five people who have had a tremendous impact on your life, particularly in a spiritual manner. These individuals could be a parent, grandparent, sibling, the person who led you to Christ, the one who disciplined you, etc. It is important to personally know (have known) this individual.
2. List the qualities that you admire(d) in them.  
The traits you are focusing on are those that are of character and integrity (e.g.: faithful, trustworthy, generous, kind, disciplined, forgiving, etc.).
3. Define what you want to be, do and have.  
Reflecting on what you wrote in your two lists above, define what kind of a person you want to be (i.e.: the qualities you wish to possess, what you wish to accomplish, and of least importance—what you wish to have). By now, the process will be taking shape in your mind as to what is truly important in life—and it has little to do with what we have in the end.
4. Define your life roles and how you want to be remembered.  
Along the left side of a piece of paper, list the life roles you fill (e.g.: husband, wife, mom, dad, son, daughter, brother, uncle, grandpa, neighbor, friend, vocation, etc.). Then, by each life role—in two sentences maximum—write what you want that person to say about you at your funeral visitation. This exercise truly identifies what is important in life.
5. Begin drafting your personal purpose statement.  
In light of the deep thinking and reflection afforded in the sections above, begin writing your short, scriptural and specific purpose statement.

## **STEP 2: ESTABLISH CORE VALUES**

**Determining Your Core Values**

(adapted from Dennis Rainey at [http://www.familylife.com/articles/article\\_detail.asp?id=394](http://www.familylife.com/articles/article_detail.asp?id=394))

- What do you believe in?
- What really matters to you?
- What values help govern how you live your life?
- What values do you want to pass on to your children?

We find that most people make decisions according to a few “core values.” But many have never taken the time to articulate just what those values are. To begin the process you must answer the questions above and then evaluate how well you are living according to those values. Complete the first activity individually and, if developing a family plan, complete the second activity with your spouse to develop a ranked list of core values.

1. Exploring Your Core Values. (Answer the following questions individually)
  - A. Take some time and list as many values as you can that you would like to pass on to your children.
  - B. Out of the list, designate your top five core values in order of priority.
  - C. Reflect on your lifestyle and how you spend your time. How well does your life reflect your core values? Pull out your calendar and see how your schedule reflects your real values. Be specific.
2. Developing a Unified List. (Interact as a couple)
  - A. Share your answers from the first activity. In what areas do you agree and disagree with each other's conclusions? Where are you different? Talk about how you need one another for balance.
  - B. Now develop a unified Top Five Core Values list (in order of priority):

## **STEP 3: DRAFT A “PICTURE OF YOUR PREFERRED FUTURE”**

Using The Creek's “picture of preferred future” as a guide (page 2), write a personal/family statement that looks out at the end of the next three years and reflects your Purpose Statement and Core Values. Some of the areas you may wish to include are physical and emotional health, spiritual growth, family relationships, Christian witness and Christian fellowship, ministry involvement, financial health, educational pursuits, time management, and career.

## **STEP 4: IDENTIFY MAJOR INITIATIVES**

List one to four major initiatives that will support and deliver your “picture of preferred future”.

## **STEP 5: SET SPECIFIC GOALS**

List one to three goals over the next three year period to achieve each of your major initiatives. Goals should be specific/stretching, measurable/motivational, agreed upon/action-oriented, relevant/realistic, and time-based/tangible.



**The Creek**  
*Transforming lives — one at a time.*

Indian Creek Christian Church  
6430 S. Franklin Road  
Indianapolis, IN 46259  
317.862.6430  
[TheCreek.org](http://TheCreek.org)