

Steve Viars' Key Initiatives – 2024

1. Lead Faith Church in the accomplishment of the ideals behind this year's annual theme "Building Our Heritage."

- a. Organize and oversee teaching series that are solidly biblical and practical for our church family.
- b. Work with other members of the pastoral staff to speak as often as they desire.
- c. Continue to work with worship leaders and assigned pastors to achieve greater effectiveness on our specialty Sundays including Easter, Mother's Day, Memorial Day, Father's Day, July 4th, Stewardship Month, Stewardship Celebration, Christmas Musical, and Christmas Eve services.

2. Shepherd the decisions made in the 2023-2025 "Free to Dream" Strategic Ministry Plan.

- a. Oversee the staff members responsible for the thirty-four planning initiatives for 2024.
- b. Work with Arvid Olson to ensure that the capital campaign gifts are tracking properly.
- c. Serve with Scott Grass, Johnny Kjaer, Josh Hill, Greg Wetterlin to manage the six active construction projects at FE and Bethany Farms (Church remodel, FCS Classroom, ATC, Roadway/Parking Lot, Restoration Woodshop, Skate Park, and Track/Football Stadium).

3. Lead Faith Church in Meaningful 60th Anniversary Celebrations.

- a. Participate on 60th Anniversary Planning Committee to plan/execute three excellent key anniversary events.
- b. Find a way to especially thank long-time members for their faithfulness.
- c. Appropriately honor Kossuth Street Baptist for their role in our story.

4. Begin the process of facilitating an orderly senior pastor transition by 2030.

- a. Determine Steve's role in the transition process with targeted discussions with staff, deacons, and other key members by July 1, 2024.
- b. Use answers from "a" above to determine best questions to ask on 2025 SMP surveys.
- c. Begin brainstorming possible ways Steve should serve FC between 2030-2037.

5. Establish and guide key work committees to accomplish key administrative goals.

- a. Clarify and Maintain Persona Non-Grata List.
- b. Update FBCM Policy Manual.
- c. Update policies for seminary interns and their wives regarding community center training, job responsibilities especially related to special days/ministries, childcare while working, recruiting servants to help with shifts, and preparation for when there are no interns in 2025.
- d. Easter - Plan and execute excellent promotion and services.
- e. Mother's Day - Plan and execute excellent promotion and services.
- f. Memorial Day - Plan and execute excellent promotion and services.
- g. Father's Day - Plan and execute excellent promotion and services.
- h. July 4th - Plan and execute excellent promotion and services.
- i. 60th Anniversary - Plan and execute excellent celebrations.
- j. Stewardship Month - Plan and execute excellent stewardship month and celebration.
- k. LN - Plan and execute with excellence especially in light of impact from new construction.
- l. Christmas Eve - Plan and execute excellent promotion and services.
- m. Futures committee – plan 2025 SMP survey and process
- n. Update Church and School HR Manuals
- o. Update Accounting Reports
- p. Review VOH operations and budget

- 6. Lead Faith Church North team to stabilize and grow FCN campus to 250 persons by 4Q, 2023.**
 - a. Organize and resource the paid leadership team.
 - b. Seek to learn and implement all we can about effective outreach and soul care in the north end.
 - c. Work to build stronger relationships with existing members and attenders through intentional friendship and soul care.
 - d. Train and deploy FN members and attenders into meaningful service opportunities.
- 7. Lead Faith Church East team to grow FE campus to 1300 persons by 4Q, 2023.**
 - a. Design and implement outreach strategies focused on best ways to serve people moving into the new homes on the east side of town.
 - b. Seek to learn and implement all we can about effective outreach and soul care on the east side.
 - c. Work to build stronger relationships with existing members and attenders through intentional friendship and soul care.
 - d. Train and deploy FE members and attenders into meaningful service opportunities.
- 8. Lead Faith Church West team to grow FW campus to 487 persons by 4Q, 2023.**
 - a. Design and implement outreach strategies focused on best ways to serve people at the university and in WL.
 - b. Seek to learn and implement all we can about effective outreach and soul care on the west side.
 - c. Work to build stronger relationships with existing members and attenders through intentional friendship and soul care.
 - d. Train and deploy FW members and attenders into meaningful service opportunities.
- 9. Shepherd the transition of identified leadership responsibilities to qualified and trained younger or newer leaders.**
 - a. Work with pastors, deacons, and other ministry leaders to identify the 20 top positions that need to be backfilled by a new leader or ministry partner.
 - b. Work with pastors, deacons, and other ministry leaders to identify, train, and deploy persons to fill the new leadership positions at a rate of 5 per quarter.
 - c. Look for opportunities to build this mentality into every level of our church ministry DNA.
- 10. Provide budget oversight for all ministry divisions.**
 - a. Monitor business plans.
 - b. Lead all ministry leaders to set a financial goal for the amount of their contingency fund at the end of FY 2032-2024 and FY 2024-25 with a specific plan to reach that amount.
 - c. Find ways to reduce spending ministry wide and create a climate of careful fiscal responsibility among all staff and volunteers.
 - d. Work with ministry division leaders to build relationships with interested donors outside our current scope of ministry.
- 11. Serve with assigned boards, auxiliary companies, and deacon committees**
 - a. Biblical Counseling Coalition
 - b. Association of Certified Biblical Counselors
 - c. Vision of Hope
 - d. Faith Community Development Corporation
 - e. Moderate FC pastors'/deacons' meetings

12. Schedule and conduct outside speaking ministries and Faith conferences with excellence

- a. Dominican Republic (January 8-16)
- b. BCTC (February 11-16)
- c. Bolivia (March 25-30)
- d. Mexico (April 25-30)
- e. Harvest Deaf School (May 17-24)
- f. ACBC board meetings and conference (October 4-9)