

2019: Shaping THE VISION of the BN Vineyard.

This paper is an attempt to clarify and streamline some of the aspects of our vision for the BN Vineyard. I will start with the broad strokes that we have discussed many times as a team. But, after painting the big picture statements, I am going to begin *clarifying some specific points* that people in our church are beginning to ask. Essentially, I am beginning to get the paint brushes out for the final steps of building our home. Finally, I welcome both feedback AND more clarifying parts of this paper... especially in your area of leadership and expertise.

The WHY?

Without unified Values (the foundation of what we do)... a unified Mission (the purpose behind what we do)... and a unified Vision (how we are going to do it), a community of faith will run around doing many different things and possibly accomplishing nothing. And, that can be a scary thought for the leaders of the church. (Proverbs 29:18)

This is why we've taken leadership meetings and at least 1 Sunday a year to talk about the foundations, purposes and goals of this church. We believe that God has called us here to Bloomington-Normal and beyond with great intentionality and purpose.

The Word Picture - A HOUSE

If I was to start building a home, many of us would want us to get excited about what we "SEE" first (vision), but you can't start there. As much as paint color, siding, doors, windows, hardwoods/carpets are exciting, and what we ultimately see (vision), they are not where we must begin. We must begin with the foundations (values). What are the core foundations that our church IS and ALWAYS will be built on... long after what we see (vision) like paint color gets changed... The values are what will always remain.

Our 5 KINGDOM (Jesus Centered) VALUES

- **CONTINUE Jesus' ministry** – We believe that we are called to CONTINUE what Jesus started, so we bring His supernatural power into every area of our lives.
- **CREATE a culture of invitation** - We believe that the church isn't just for us, so we must CREATE a culture that welcomes people into our faith community.
- **CARRY the gospel** - We believe that the gospel changes everything... our identity is literally transformed by the story of Jesus, so we must CARRY that truth with us into every area of our lives.
- **COMMIT to excellence** - We believe that "losing your life" for the Kingdom of God is worth everything, so we COMMIT to going all in for our faith.
- **CULTIVATE hope** - We believe that the church is a community of hope. In order to CULTIVATE that community, we focus on the person of Jesus and His word.

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Our MISSION

If our VALUES are our foundation, then our MISSION is our structure. Our mission helps define the shape of how the house will be built. The mission, not unlike the foundation, remains more important than what we see (vision). In our analogy, the Mission is the structure of the home (framing, electrical, HVAC, etc). The mission gives definition, so that the VISION can thrive as it's built on top of a solid foundation.

Jesus announced our mission in the book of Luke by quoting Isaiah 61:1-4

The Spirit of the Lord God is upon me, because the Lord has anointed me to bring good news to the poor; he has sent me to bind up the brokenhearted, to proclaim liberty to the captives, and the opening of the prison to those who are bound; 2 to proclaim the year of the Lord's favor, and the day of vengeance of our God; to comfort all who mourn; 3 to grant to those who mourn in Zion—to give them a beautiful headdress instead of ashes, the oil of gladness instead of mourning, the garment of praise instead of a faint spirit; that they may be called oaks of righteousness, the planting of the Lord, that he may be glorified.

Jesus engaged His world in a radical way. He brought His Love and His Good News through healing, teaching, encouraging, miracles and more... and we are called into the same Mission. In fact, Isaiah says that those who have been changed by His Love and His Gospel will transform the cities in which they live! Look at verse 4:

4 They shall build up the ancient ruins; they shall raise up the former devastations; they shall repair the ruined cities, the devastations of many generations.

A few of you may remember the first year I shared Vision with this campus. Remember, that if you add up all of the church attendance in McLean county you only get to about

- 40,000 people who go to church on Sundays
- If you're generous and count Easter/Xmas numbers you could go higher
- But that leaves us with 100,000-150,000 people to engage in our community!

We engage our world with Jesus' love and good news here, near & far away.

- HERE... We partner with Jesus in our daily lives right where we live. In our jobs, schools, neighborhoods, and families, we are engaging our world with Jesus.
- NEAR...We partner with Jesus to engage our cities. We believe that God has a heart for every city within an hour of Bloomington-Normal.
- FAR AWAY...We partner with Jesus to engage our world. We currently do this through missions to Mexico, Africa, and Convoy of Hope.

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Our VISION Statements

Finally, we can get to some paint colors... HOW do we engage our world with Jesus' love and good news? What are we doing as a church in the coming season of ministry?

Our VISION is to ENGAGE in five things. To do them with everything we have (excellence), to ground them in hope, the gospel & Jesus' ministry... and to make sure they are open to all (invitation).

We engage JESUS through purposeful WORSHIP services.

- Sunday mornings
- Holy Spirit nights, Leadership gatherings & Special holiday services
- **2019:** Live teaching every weekend started in July

We engage the NEXT GENERATION through purposeful PROGRAMMING.

- Sunday Children's groups (birth through 5th grade).
- Wednesday Student groups (6th-12th grade).
- And larger events for both groups.
- **2019:** partnership resourcing instead of "mandated" Kingdom Kids materials

We engage ADULTS through purposeful GROUPS.

- We have connecting groups for people newer to the Vineyard.
- We have weekly home groups.
- We have intentional discipleship groups like SOKMinistry
- **2019:** local team developing resourcing based on our teaching series

We engage our CITY through purposeful OUTREACH.

- We have 2-3 events per year that engage the whole church.
- We will resource our next gen and adult small groups.
- Finally, we resource our Sunday attenders with ideas and actions.
- **2019:** allocating resourcing & teaching to focus on local initiatives

We engage our LEADERS through purposeful TEAMS.

- We have teams of volunteer leaders that engage with Sundays, Next Gen and outreach as well as a Campus Leadership Team.
- We have training that encourages people to lead in a group, a team or a ministry.
- We have a year-long internship program.
- **2019:** training and internships beginning to be developed locally

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Some NEW VISION Specifics

In this final stage of the paper, I want to get down to some nitty-gritty details about some specific ideas. All of these ideas have been discussed in some way, shape or form among many different people. But, they've never been put in writing so as to shoot for something as a leadership team. This paper *will hopefully help us begin to clarify* some of the places we are going in the coming months and years.

Two caveats:

- ***Vision Always Proceeds Resources*** - This paper is hopefully where we are headed and the vision of where God is taking us. God will have to help us and supply the resources that we need in order to accomplish this vision. Most of these things cannot be accomplished without the growth of both our Sunday attendance AND our monthly giving.
- ***Vision Timelines Have a Tendency To Fluctuate*** - Although this paper will include some dates and plans, we must come to grips that we are taking the shot(s) and not leaving ourselves disappointed if the timeline moves a little. Vision tends to involve a lot of BHAGs (big hairy audacious goals) that will need to be molded and shaped.
- **Vision is about the shaping of the future NOT a checklist.**

A final quote: *"You miss 100% of the shots you never take."* -- Wayne Gretzky

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Small Groups

The most important thing in a growing church is not that everyone knows everyone's name, but rather that **everyone feels known**. We cannot do this without a thriving small group system. This system will help people in their personal growth, their pastoral needs, and in our overall corporate numeric growth.

Keep in mind, small groups does NOT mean just traditional home groups. Rather, groups in our church can include:

- Home Groups
- Kids Groups
- Student Groups
- School of Kingdom Ministry
- Marriage Groups
- Classes (like Alpha)
- And even Serving Groups that meet intentionally for connection/growth

At the writing of this paper (**Sept 2019**), we have the following groups meeting regularly:

- Nursery, Preschool and Elementary
- Revolution (Wednesdays)
- El Paso, Clinton and 2 in Bloomington
- Marriage Matters

Groups that potentially could become a part of our group system:

- Regular marriage group **4-weeks in Fall 2019 / planning spring 2020**
- Danvers Alpha **Running this Fall 2019**
- Possible East Peoria group
- **Two more Bloomington groups starting Winter 2020**
- Worship Team (*example*: during 9:15 sermon)

A Vision for Groups

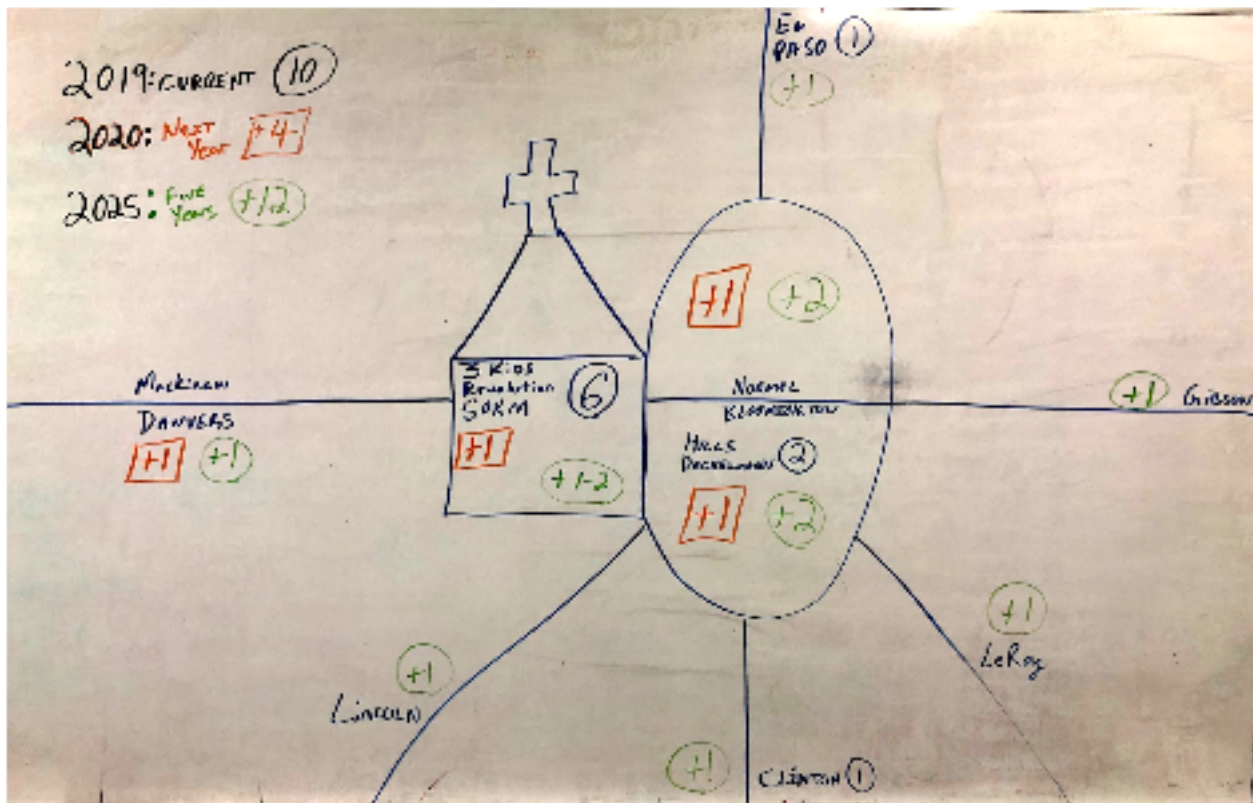
- Fall 2019
 - 10 groups
 - 4 home groups (2 Bloom & 2 Outside)
 - 4 Next Gen groups
 - 2 specialty groups
 - **Danvers, Women, Marriage and other Groups are starting.**
 - **Could be 12 by Spring 2020.**

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- Fall 2020
 - Add at least 4 new groups (14 total?)
 - 1 more in Normal
 - 1 more in Bloom
 - 1 in Danvers
 - 1 more at church
- Fall 2025 - Five Year Plan
 - Add at least 12 new groups (25+)
 - 8 homes in Bloomington-Normal (5+3)
 - 2 in Danvers, Clinton and El Paso (6)
 - 1 in EPeoria, Lincoln, Leroy and Gibson (4)
 - 8-10 groups at church (kids, rev & specialty)

Again, this is a potential plan for the future. Things may adjust and shift.

- Here's an idea map for the visual people:



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Church Planting

What happens when your church and small group system begins to grow? If it is healthy and sustainable growth, you begin to think outside of yourself. We have ALWAYS talked about wanting to be a multiplying church. We do not think that God sent us here and built this team for us to be a single cell organization. We believe that it is part of our mandate to both send out church planters and to start new campuses when/if needed.

Why? Both of these things help to fulfill our MISSION. They expand our influence and help us engage our world in the near and far away. Beyond that, local communities can then create their own hubs of both ministry and care, so that the gospel spreads more rapidly.

We definitely believe that God wants a really BIG family and throughout history the best way to grow God's family has been through the start of new things. In fact, more people tend to come to know the Lord and/or jump into a new vision for their lives through the starting of campuses and church plants than almost anything on the planet.

For us, we see the following ideas as a key part of our vision going forward:

- We'd like to send out our first church planter, missionary or campus pastor in the next couple of years. Could be as early as 2022?
- After sending out the first individual, couple or family, we'd like to begin a 2-year program of sending out more and more people.
- The chosen leader(s) would come on staff part-time for those 2 years
 - Leading in every area of ministry possible
 - Learning/Being Mentored by the Waters & Staff
 - Raising up leaders to go with them
 - Send each group with a minimum amount of \$ to finance their launch.
- Possible future expansion?
 - Child #1 - ***first family will be announced later in 2020.***
 - Child #2 - 2024
 - Children 3 & 4 - 2026
 - 5 & 6 - 2028 and hopefully 7, 8 & 9 - 2030

Final thoughts, God loves it when we give away our best! And, He loves it when we think outside of ourselves to bless those who don't yet have His Kingdom moving among them. Also, I think for now that we need not determine what exactly will be our sending out plan... will they be church plants? Campuses? Or missions? Rather, I think it's more important to **begin now thinking of ourselves as a multiplying & sending church.** Our current mindset will determine our future plans.

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More Worship Services

One of the things that Rick Warren (*Saddleback Church & Purpose Driven Life* author) talks about a lot is that anytime his church stalls or their growth stagnates, he simply adds a church service. Sounds a little crazy, but it has worked well for them over the past 40 years. Even if they weren't ready, they took the leap and it's propelled them to being one of the largest and most influential churches in the United States.

Now, we are not advocating for adding services just for the sake of creating more work. Rather, if we are growing in our groups, planning for future expansion, thinking about starting new churches or campuses, then our regular Sunday meetings should be growing.

If that is the case, then we need to have a plan for the expansion of our services so that we can handle the growth of our church. The following is an attempt to capitalize on that idea by discussing the addition of services AND where our "pressure points" are going to come (*like in our Kids space on some Sundays even now*).

Looking backwards...

If you look back over our past couple of seasons, I believe there are a few things we can learn by examining the current numbers and BIG Sundays. Now, we will be doing this NOT taking out the doubles numbers (*like we usually do for overall attendance*). This is key because we need to look at the number of people in the facility at one time.

Pressure Points

We have rarely felt the pressure of too many people in the auditorium. The size of that room (over 2,000 s/ft) can probably handle 100+ people at each service. In our facility (now approx. 7,000 s/ft), the pressure comes in 2 other areas.

- The lobby & bathrooms
- And especially the Kingdom Kids area

First, if you suddenly had 200 people regularly each weekend, our current lobby could not handle that many people between the services (10:30-11:00am). Even if 10% of the people were doubles (attending one & serving one), we could not handle regularly 180 people in our little lobby.

Second, our current Kingdom Kids area is NOT equipped to handle many more kids than we have on our current Big Days. We average approximately 20-25 people (youth+workers) back in the kids area each service. That equates to 40+ kids and more than a dozen workers each weekend. Or, 50+ people in our Sunday morning Next Gen

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efforts. If that continues to grow and we begin averaging 30-40 each service (60+ on a weekend), this **will be** the “pressure point” that will spark a need for more services.

Big Weekends

After looking at our biggest weekends over the past few years, I’ve been able to learn a few things that are rather interesting. Some are to be expected, but others are more surprising. Here’s an overview:

- Easter has not traditionally been among our biggest weekends.
- When we do something special, like baptisms we see an uptick.
- Our anniversaries have been super popular.
- The biggest Sundays tend to happen when we have **something planned in the evenings** like a Holy Spirit Night or a VLT... in fact, those evening events often bring with them another unique group of people.
- Here are some sample BIG weekends:

EXAMPLE March Anniversary	# in the building	Auditorium & Lobby	Children & Workers
<i>9:15am</i>	68	45	23
<i>11:00am</i>	91	58	33
<i>6pm HS Night</i>	78	55	23
TOTALS	237	158	79

EXAMPLE Increase Weekend	# in the building	Auditorium & Lobby	Children & Workers
<i>9:15am</i>	63	41	22
<i>11:00am</i>	77	50	27
<i>6pm HS Night</i>	70	55	15
TOTALS	210	146	64

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EXAMPLE December 15	# in the building	Auditorium & Lobby	Children & Workers
9:15am	93	61	32
11:00am	81	51	30
5:30pm VLT	59	40	19
TOTALS	233	152	81

Assuming continued growth and pressure in the Kingdom Kids & lobby spaces, here is a potential plan for adding services in the coming years.

Spring 2020 - **add a Sunday evening service**

- When weekly services approach 180-190 people consistently in the building.
- **175 over past 2 months**
- This means Kingdom Kids is hitting 50+.
- We do not want to add a Saturday service as we want to keep a Sabbath.
- Children's programming might be limited at first.
- We'd need to consider what to do with worship - same/different team?
- Would we change things up in the event of a HS night OR VLT?
- **Would we start with monthly and build into weekly?**
 - Trial run this Spring 2020?
- Are there days we would NOT have Sunday evening (Easter, Superbowl, Labor Day, Memorial Day, etc.)?
- When would we start the planning process?
- How quickly would this service not be enough?
- Would people move to the evening who are normally here in the morning?

Fall 2020 - **add a fourth service**

- Once Sunday night begins to fill up, this may need to happen quickly.
- When weekly services begin to approach 300.
- This means Kingdom Kids is hitting 90 (30 each service).
- Considering our pressure points, we may look at 3 on Sunday morning or consider an afternoon service if needed.
- **See STAFF part of vision paper as this would be a VERY tough pill to swallow in our current staffing arrangements.**

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Here are the last 2 Christmas weeks & how multiple services have looked.

EXAMPLE from December 2018	# in the building
9:15am - 23rd	55
11:00am - 23rd	70
4pm - 24th	70
6pm - 24th	86
TOTALS	281

EXAMPLE from December 2019	# in the building
Sunday 22nd	136
Monday 23rd	90
Tuesday 24th	135
TOTALS	361

Future - **possible Thursday run-through/leadership service**

- As staff and church grow, we might consider a Thursday “practice service.”
- This would be so that we could not only get ready, but attend a worship service.
- Again, this is an outside the box option and one that we may or may not need depending on the vision for our building.
- No matter what, when our overall attendance is pushing 400 and Kingdom Kids is over 100 (25-30 per each of 4 services), we need to do something OR add building space ASAP!

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The Staff

As we begin adding services, time and influence, we will need to make some staffing adjustments. It will be key for us to stay on top of these and make changes to not only reflect “where we are,” but where we are headed.

Current Staff

- Pastor - Full Time
- Co-Pastor, Worship, Family Life, Youth, & Outreach - one day a week - stipend
- Rest of CLT - volunteers
- Hoping to bring on all secondary staff at least $\frac{1}{4}$ **time / 25%** by Summer 2020.

Current Staff Adjustments

- Once we are hitting 200-225 people regularly in attendance, our staff needs change drastically.
- Pastor - stays Full Time
- Co-Pastor, Worship, Family Life, Youth & Outreach all need to come on $\frac{1}{2}$ **time / 50%** which is equivalent to Sundays + 2 days in office.
- Rest of CLT - TBD
- This is key as we begin to add services.

Future Staff Changes

- At 300-400 people, it's a whole new ball game.
- In or current structure, we will probably have at least 6 full time employees.
- Plus, some part time employees.
- This is hopefully when we are at that 4th worship service.
- And planning for future building expansion.

Longer Term

- Staffing will be determined by number of churches involved.
- What works now will not be applicable beyond 300-400 people.
- This will be a longer, more involved conversation with PAC/staff.

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The Building

If we continue to see growth in groups, services and staff, the building will need to expand. The earliest we could see something take place is late Fall of 2021.

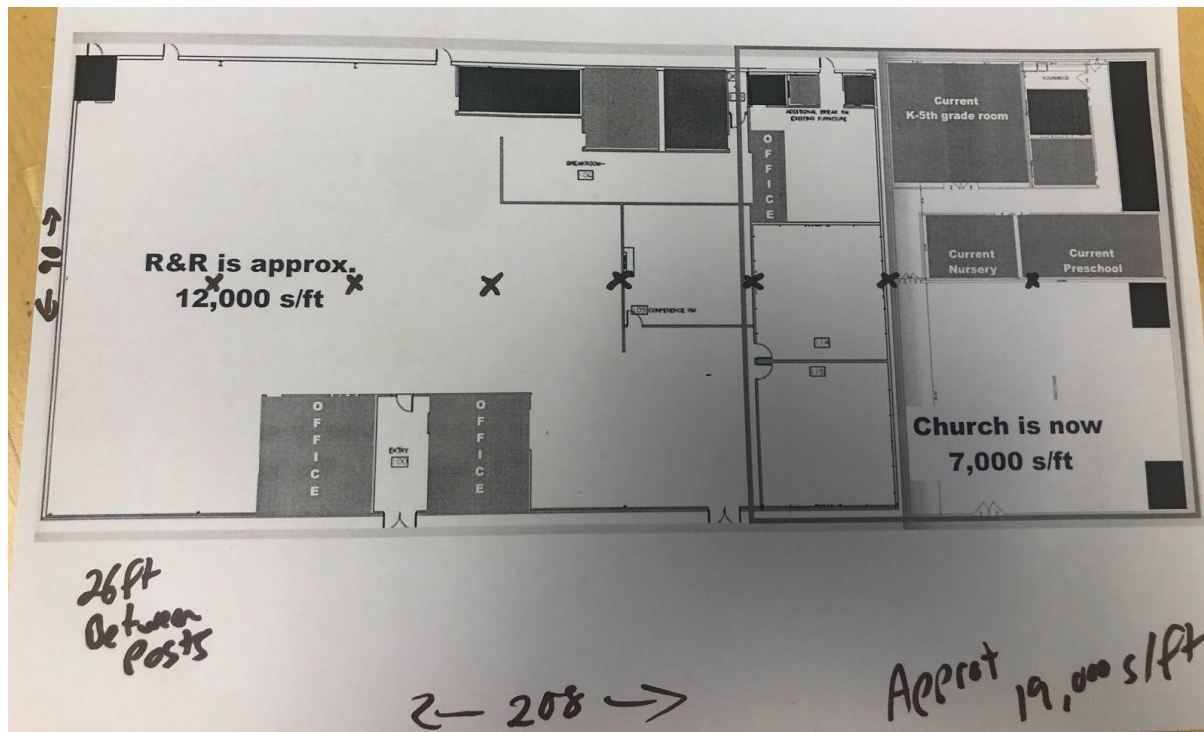
Here are a few broad strokes on our building:

Step #1 - We need to raise money for a down payment on our current facility valued at \$300,000 -- **This can and should start ASAP!**

Step #2 - pay off our current facility

Step #3 - Building expansion

- Raise enough money for a down payment on expanding our building to the west where Royal & Reese currently rents.
- This facility would also require significant improvements to the facility if we were to acquire it.
- Estimated value - \$500,000
- Estimated improvements \$100,000-\$200,000
- Samantha's group to help with design.



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Expansion of Resources

For those of you who are interested, we decided to take a quick look at how finances will need to grow in order for us to pull off the Vision.

- These are approximate figures and will be adjusted.
- They also don't reflect building campaigns.
- Finally, all budgeting would need to be approved by PAC/staff of that year.
- Our current budget in 2019-2020 is \$188,000.
- We are on pace this year to bring in approximately \$195,000.

Attend.	Budget	Programs, & Admin	Building	Salaries	Missions & Vision	New Churches	Target Date?
190	\$215,000	25%	20%	47%	5%	3%	Summer
200-250	\$300,000	25%	20%	45%	10%	TBD	ASAP
350-400	\$525,000	25%	20%	45%	10%	TBD	2022
600	\$800,000	25%	15%	40%	10%	10%	2024
800	\$1,200,000	25%	15%	33%	10%	17%	2026
1,000	\$1,500,000	25%	10%	30%	10%	25%	2028
1,500	\$2,250,000	22%	15%	26%	10%	27%	2030
2,000	\$3,000,000	20%	10%	22%	10%	37%	2035