

**SEVEN-PLUS PLAN**  
**(Retirement Date –June/2006)**

**Phase One: November/98 – December 31/99**

- 1. Ministry in the new paradigm with new job description  
(see position description)**
  - **Visionary Spiritual Leadership**
  - **Mission Implementation**
  - **Communication**
  - **Monitor All Systems**
  
- 2. Preparing for my Successor, mentoring Randy MacDonald  
a third staff person by August/2000**
  
- 3. Spotting and Developing Leaders**
  
- 4. Developing teams and People Ministries (new)**
  
- 5. Work with Carver Policy Board format, developing and  
Implementing the vision.**
  
- 6. Performance Evaluation for pastors in place.**
  
- 7. Work a plan for Crossroads renewal  
NCP, 25<sup>th</sup> Anniversary, Terry Winter  
Start new ministries (e.g.) Pals (Big Bros. Idea).  
50 Day Spiritual Adventure**
  
- 8. Grow Personally as a leader, preacher, disciple and witness**
  
- 9. Enjoy life –hobbies, leisure, cultivate contacts, time with  
family**
  
- 10. Sharpen the Saw – Time away regularly and continuing  
education**

**Community and Conflict Resolution**

**Phase Two: January/2000 – December/2002 (3 years)**

**1. New Ministries**

- **Saturday PM Service and/or Church Plant**
- **Missions Task Group from the two congregations**
- **Big Bros./Pals Program for community children**
- **Family Life ministries/counselor**
- **Support Groups- narcotics, single parents, youth at risk,  
Senior adults, widows/widowers**

**2. Life Development Resources**

- **Expand curriculum at each level (100, 200, 300, 400)**
- **Improve Seminar/Workshops for leaders and laity**
- **Train lay counselors, shepherds, etc.**

**3. Add staff (lay or clergy) by August/2000**

**4. Three Month Sabbatical**

**Purpose: to strengthen leadership skills, spiritual formation  
and preaching**

**5. Larger Facility – lease, renovate or build**

**Lakeside 300/Crossroads 150/Saturday PM 100**

**6. Church Health Cultivated – NCD and other sources**

**Phase Three: January/2003-June/2006 (3 1/2 years)**

- 1. Additional New People Ministries**
  - **New Tribe Bible Translation Project**
  - **Retreats: Couples, Seniors, etc.**
  - **Support Groups**
  
- 2. Church Health Cultivated - NCD and other resources**
  
- 3. Life Development Resources strengthened**  
**Seminars for leadership development, team resourcing at a high level of excellence**
  
- 4. Larger Facility - based on needs**  
**Auditorium to seat 500 (multipurpose)**  
**Community services, family life center, recreation, homeless, etc.**
  
- 5. Church Plant - New Church Incubator - apprentice Church planter (9 months)**
  
- 6. Three Month Sabbatical - in preparation for ministry transition**
  
- 7. Adjunct Faculty Position - Rocky Mt., Mission Field**