



Souls Church // Expansion Comprehensive Plan (2nd location)

Overall VISION

The Background: For over a decade, we have been bathing in prayer the idea – what if we expanded to have more life -giving churches and locations within a 100-mile area, with every location being within 30 miles from one another? We shared this idea with our church at large in 2020 – and people were ecstatic!!! Then Covid hit. But now, we sense a renewed passion to pick up this God-given assignment and move forward!

The Vision: Our vision is to plant three locations, in three cities (our first steps) - a rural location, a suburban location, and an urban location – to inspire people to become fully engaged followers of Jesus Christ. ‘Engagement’ is critical for ‘eternal impact’ so we define being “fully engaged” as those connected to community by actively serving, growing, giving, sharing their faith, inviting others. Our prayer is to see people **encounter God** (*the lost saved*), **find community** (*to see the saved disciplined*), **discover freedom** (*help the disciplined find freedom from their past*), and **make a difference** (*see the saved sent into their world!*)

The goal is to have each multisite location or new church plant take on the mission to plant another location within 3 year, 30 miles from their current location.

Lastly, this vision, includes two models for planting churches through our church – a multisite model and planting a brand new church model. Whether it is a multisite plan or a brand-new church plant, these two models will follow the Souls Church Expansion Comprehensive Plan (our team has developed.)

Overall STRATEGY

Our Mission: To help as many as possible become fully engaged followers of Jesus Christ. *Note: “Fully engaged”: connected to community; serving, growing, giving, sharing their faith, inviting others*

Our Four Focuses:

- Encounter God, find community, discover freedom, fulfill your mission

Our System: weekend services, life groups, dream teams, serve days

Our Leaders:

- Lead Pastors – Dennis & Dana Calhoun
- Government: Overseers, Trustees, Elders, Lead Team
- Dream Team Leaders (volunteers)

Our Philosophy:

- Shared leadership – Exodus 17 (model of Moses and Jethro); 2 Tim 2:22 (Paul & Timothy model)
- Disciple making focus – Matt 28

Our ROI:

- Spiritually – double the impact and results
- Financially – share income resources to reach more
- Influentially – bring hope to more community
- Globally – reach one locally (serve days), nationally (church planting) and globally (world missions)

Our 6 Measurables:

- Salvations
- Water Baptisms
- Giving
- Life Group Community
- Serving
- Attendance

EXPANSION STRATEGY (Top 10 Steps)

Part 1: INDENTIFICATION (*right people, right place, right time*)

A) We need to identify the right people:

Location Pastor, Worship Leader, Children's Leader and others.

In addition to the qualifications of character, conduct, competence and calling outlined in 1 Timothy 3 and Titus 1, we want our campus pastor to reflect the following traits:

- Embraces Souls Church values & methods (DNA)
- Possesses a faith driven ministry
- Disciple making skills
- People gathering skills
- Healthy communication skills
- Creative evangelistic skills
- Intentional planning skills/Financial planning skills
- Solid marriage/family or healthy singleness
- Emotional maturity
- Vital spiritual life
- Be a consistent giver of a tithe (10%) to the church

B) We need to identify the right place:

- Is there a need in the community?
- Are the demographics conducive to a church like Souls Church?
- Is the location in a growing community?
- Are there current Souls Church worshippers living in the community already?
- Are there any Souls Church life groups meeting in the community?
- Is the rent/lease within our budget?

C) We need to identify the right time:

- Has the main leadership for this location been identified?
- Is this location prepared and resourced for launch?
- Does there seem to be momentum and the wind of the Holy Spirit behind the location vision, activity, and people?
- What is the ideal time for starting the new location? Our goal is the beginning of fall (after school starts)

Part 2: BUILD THE CORE

Once we establish a location, we must identify the following strategies can be utilized:

Dream Team Leaders

Our dream team leaders will undergo training which consists of books, hands on experience and immersion in Souls Church DNA. Each dream team leader will function in that role, within his/her unique set of skills, giftings and calling.

Launch Team Member

The purpose of this group is to build a core of leaders and members for this new location. Group members come from people in the area of the new locations and possibly from our existing Souls Church location (Princeton) that want to help the launch. The group meets for vision casting, relationship building and Serve Day outreaches. Each launch team member must sign a commitment and commit to inviting/bringing 10 people to grand opening.

Part 3: LAUNCH THE NEW LOCATION

Successfully launching a new campus requires the coordination of many key elements. Timing is essential for success. Key elements are:

Site Selection

- Adequate seating
- Space for children's ministry
- Plenty of parking
- High visibility area
- Reasonable rent (Goal: \$1,000-1,200 monthly to start)

Dream Team Leaders

Key Leaders must be identified, trained, experienced, and deployed with teams in place in the following positions:

- Worship Leader
- Children's ministry leader
- Hospitality team
- Life Group leader

In the beginning all workers are unpaid volunteers. As budget permits, an additional Campus Pastor, Worship Leader and Children's ministry leader will likely be the first paid positions. As this campus grows, other leaders may be hired.

Equipment and supplies

The Lead Pastor with support from others (Lead Team and Dream Team leads) will be responsible for overseeing the resourcing of all teams. This includes purchasing all equipment and supplies prior to launch. They will do this in concert with various team leaders. All supplies and equipment will be shared between locations. Equipment is divided into the following areas:

- Technical (Sound, lights, video, TV's, stage, storage)
- Children's (Tables, chairs, dividers, rugs, toys, etc.)
- Lobby (Hospitality supplies, seating, Welcome Center)
- Supplies (Worship Guides, offering envelopes, curriculum, admin materials)

Marketing

Our team will create a marketing plan for this campus. The plan may include one or all of the following elements:

- Signage: Signs need to be large, clear and portable (A-Frames, exterior)
- Mailers: Direct mail pieces will be sent out prior to launch
- Informational picnics and gatherings, and events.
- Interest meetings
- Social media awareness and ads
- Local newspapers
- Serve Day events – *serving our city*
- Website updated

Part 4: PRACTICE AND LAUNCH SERVICES

- Plan for 2-4 preview services before launch
- These preview services are also open to the public

Part 5: CAMPUS OPERATIONS

A) COMMON AREAS

To maintain the Souls Church DNA and cultural fit at each location, the following areas are the same at each campus:

- Sermon series and message
- Communion rollout
- First Wednesday Prayer & Serve Day schedule
- Stage Set Up
- Signage and fonts in lobby/common areas
- Similar style worship & song selection
- Ministry time methods and practices
- Name Recognition & Titles
- Children's programming
- Website/Social Media quality

B) MEMBERSHIP CLASS (Lunch On Us)

- This campus will offer the same basic membership class with synchronized scheduling when possible.
- Offered once a semester to anyone wanting to join our church

C) MINISTRY ACCOUNTABILITY

This location is operated under the leadership of the Lead Pastor, who operated under the assigned Overseers. Each dream team leader at this location remains accountable to the Lead Pastor.

Part 6: FINANCES

Startup Costs

Startup costs are funded from several sources. They include the main account/campus & core team members from this location. Startup costs encompass only budgeted expenses incurred prior to the launch. Startup costs generally include:

- Purchase of equipment
- Marketing of new location
- Lease and Utilities
- Building Improvements
- Depending on the total cost of the startup this money may need to be paid back to the main offices.

Our Compensation Plan:

- Lead Pastor – Full Time (out of the main Souls Church budget) – will not come out of this new locations budget to start
- As we grow, this location must fund the salary of an associate pastor (i.e. No salary if attendance under 50, part time salary 50-99, full time salary when attendance is over 100).

Operating Budget

All income and expenses after launch at this location are charged to the overall operating budget.

Part 7: GOALS

The health of this new campus is measured in the following categories:

- Average attendance
- Average weekly life group attendance
- Total number of life groups
- Water Baptisms
- New members
- Average weekend Dream Team members
- Per person giving
- Total number of children
- Total number of teens and adults
- Goals and leaders emerging

Part 8: MEETING/REPORTING

The Lead Team from both locations will meet once a month together for fellowship, prayer, & planning.

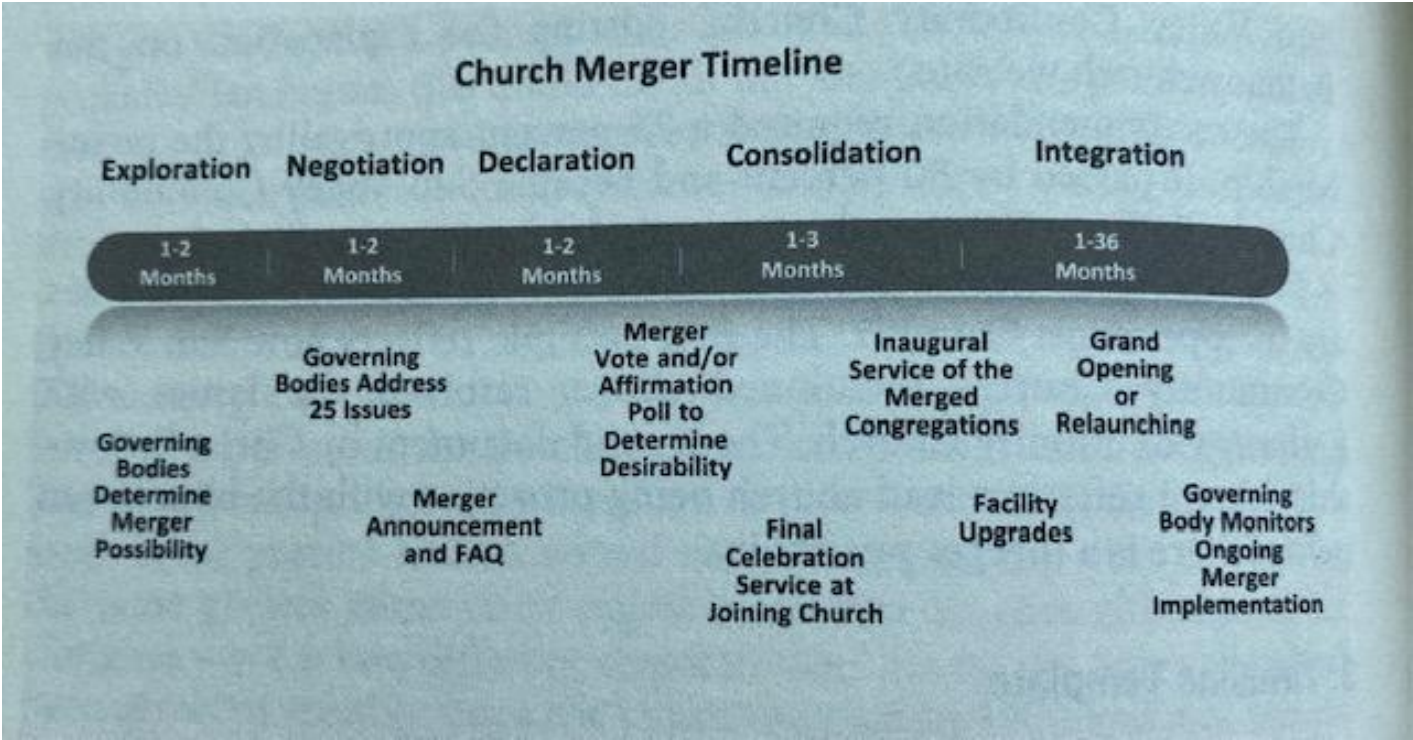
Part 9: PROCESS CHECKLIST

- ✓ Set interest meeting - PIE Night
- ✓ Cast vision
- ✓ Select leaders (for new location)
- ✓ Training for leaders
- ✓ Set budget
- ✓ Select location
- ✓ Build launch team
- ✓ Conduct "Launch Team" mtgs & trainings
- ✓ Set up and renovate new facility
- ✓ Practice weekend services
- ✓ Grand opening weekend

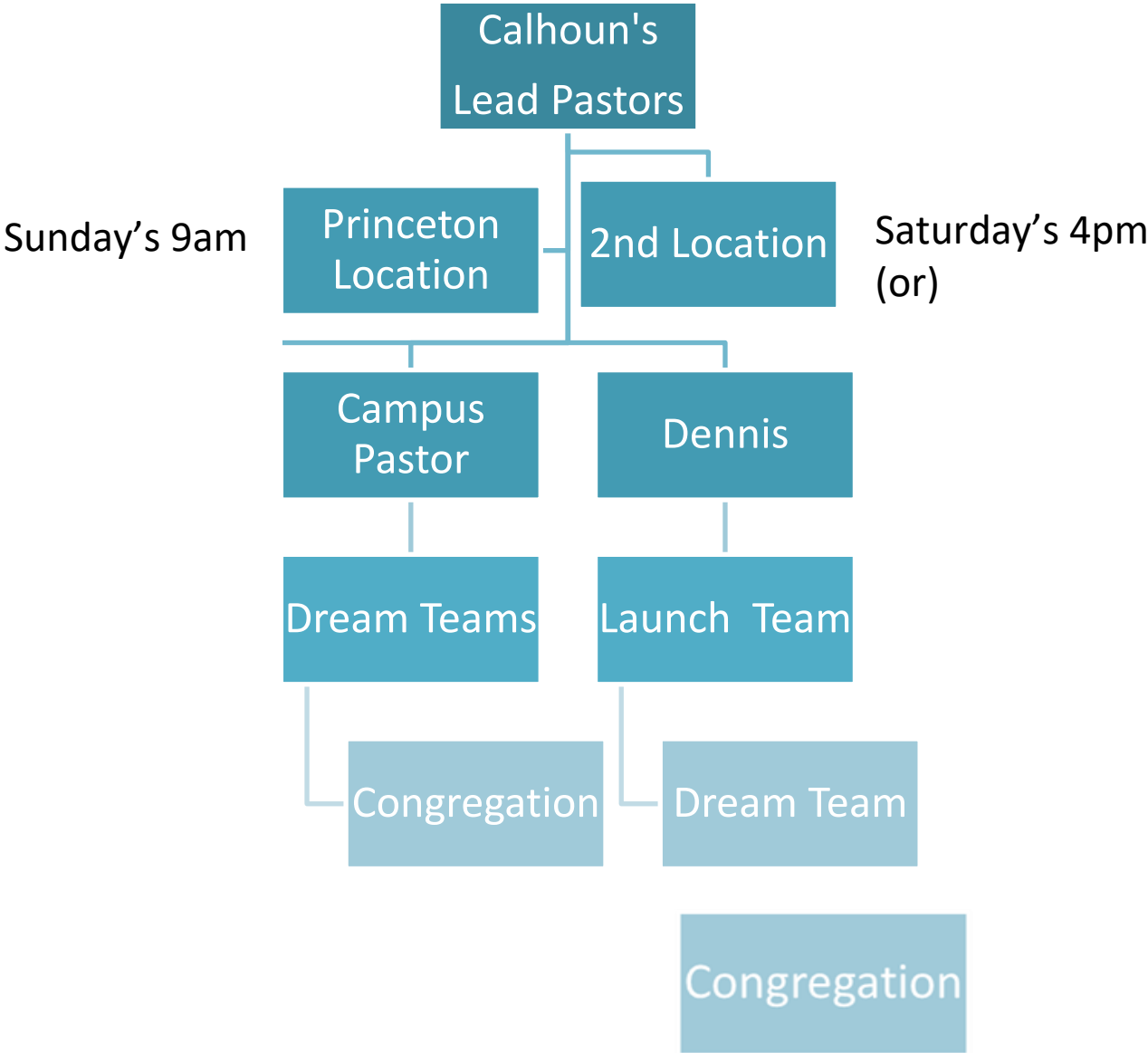
Part 10: OPERATE NEW LOCATION

Lead Pastor will oversee the weekend services, day to day operations and life group/dream team ministries with dream team leaders and lead team.

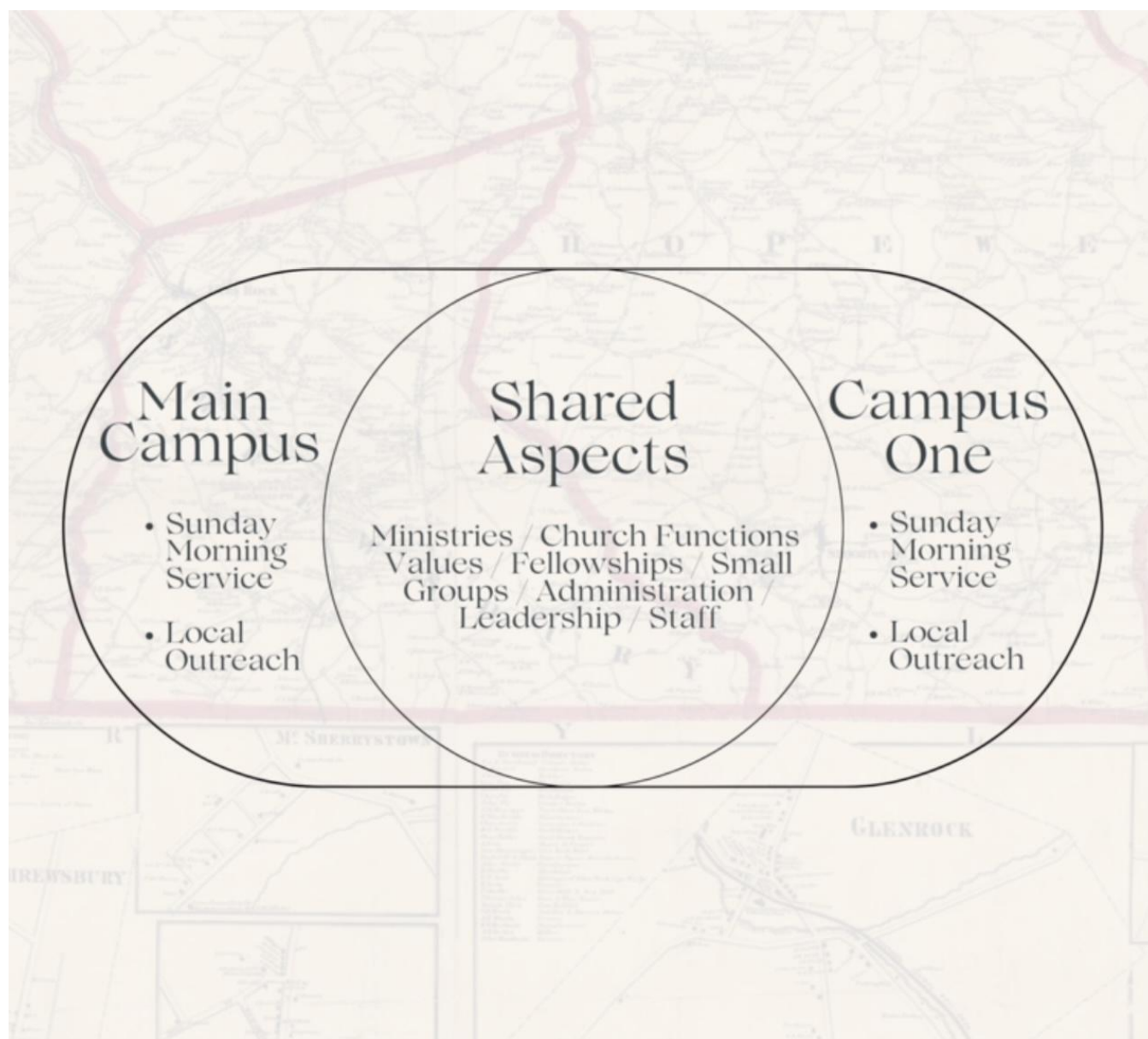
Our timeline for merging Two Locations:



Our Hierarchy Plan with Two Locations:



Shared ministry will be a way of life...



Our Statement of Faith:

This Church accepts the Bible as the revealed will of God, the all-sufficient rule of faith and practice, and for the purpose of maintaining general unity of statements of faith.

- In essential beliefs - we have unity. (Eph. 4:4-6)
- In non-essential beliefs - we have liberty. (Rom. 14:1, 4, 12, 22)
- In all our beliefs - we show charity. (1 Corinthians 13:1-3)

2.1 **The Scriptures Inspired.** The Scriptures both Old and New Testament are the inspired, infallible revelation of God to man and the authority of faith and conduct.

2.2 **The One True God.** The one true God has revealed HIMSELF AS THE “I AM,” the Creator and Redeemer of mankind.

2.3 **The Deity of Jesus.** The Lord Jesus Christ is the eternal Son of God. The Scriptures declare His virgin birth, sinless life, miracles, death and resurrection, and ascension to the right hand of God.

2.4 **The Salvation of Man.** Man’s only hope is through the shed blood of Jesus Christ. Salvation is by faith through grace and demonstrated in repentance.

2.5 **Ordinances of the Church.**

(a) Water Baptism. In the name of the Father, Son and Holy Spirit and by full immersion.

(b) Holy Communion. The Lord’s Supper consisting of the Body and Blood represented in the fruit of the vine and bread.

2.6 **The Baptism of the Holy Spirit.** According to Acts 1:8 and Acts 2:4 with one of the signs being speaking in other tongues along with other gifts.

2.7 **Sanctification.** The act of separation from that which is evil, and dedication unto God.

2.8 **The Church and Its Mission.** The church is the representative of Jesus on earth and is to carry out the Great Commission.

2.9 **The Ministry.** A divinely called and scripturally ordained minister has been provided by God to lead the church in evangelization, worship, building the body, and general leadership of the church.

2.10 **Divine Healing.** Is provided for today by the Scriptures and included in the atonement for our sins.

2.11 **The Blessed Hope.** The resurrection of the just is the blessed hope of the body of Christ.

2.12 **The Millennial Reign.** The second coming of Christ includes the rapture and a return to earth by Christ with His saints for a thousand-year reign.

2.13 **The Final Judgment.** There will be a final judgment at which all men will be judged.

2.14 **The New Heaven and Earth.** All of God's children will reign forever in a new heaven and a new earth.

2.15 **Statement of Marriage.** We believe marriage is defined in the Bible as a covenant, a sacred bond between one biological man and one biological woman instituted by and publicly entered into before God ("Biblical Definition of Marriage"). Because of the longstanding importance of the Biblical Definition of Marriage to humans and their relationships and communities, and, most importantly, the fact the God has ordained that marriage be between one man and one woman, as clearly conveyed in God's inerrant Scriptures, including for example in *Matthew 19:4-6* where in speaking about marriage Jesus referred to the fact that "he which made them at the beginning, made them male and female," the Church hereby creates this policy, which shall be known as the "Marriage Policy." (per our bylaws)

What We Believe this location as a "Life-Giving Church" looks like *(based on Acts 2)*:

1. Authentic - real, relational, up close and personal
2. Relevant – people can live it out
3. Enjoyable – sinners loved to be in his presence; laughter is common
4. Accepting – down and outs were welcomed
5. Powerful – people's lives have been changed
6. Jesus - the great shepherd, we are the under-shepherds
7. Invitational - we focus on the lost or those far from God
8. Strengthening – we challenge the believer
9. Evangelistic - salvation offered at every service
10. Attractional – clean and organized, something people want to come to
11. Kids/Students - loved, valued and encouraged
12. Music – upbeat, real and done with excellence (not a performance)
13. Communion - offered at every service or monthly
14. Relevant Biblical preaching - topic based, live/video preaching
15. Water Baptism - offered each semester (or monthly)
16. Upbeat atmosphere of music and message
17. Community - is encouraged and hang time is celebrated
18. Discipleship – happens deeper in smaller life groups and dream teams
19. Prayer – covers our church, our city and our vision
20. Giving – is encouraged through the tithe and your talent
21. Next Steps – are encouraged
22. Reproducible – planting a daughter church within 3 years of being opened is the goal