



2017 Heartland District Plan

2017 Plan

Leadership Development

- **HD Online Classes on Canvas** - These classes are for continuing education and leadership development.
 - ***“Many Cultures”*** -This is an eight-week class, offered in the winter and fall, exploring the opportunities and challenges for the Church in the age of globalization.
 - ***“Effective Teamwork”***- This is an eight-week class, offered in the winter and fall, exploring building teams in the Church.
 - ***“On Ramp”*** -This is an eight-week class, offered in the winter and fall, for new Senior Pastors in the Heartland District. This class explores The Hub, working with a council, preaching, and developing a healthy church culture.
 - ***“HD Leadership Cohort”***- This is an eight-week class, offered in the winter, for the HD Divisional Superintendents.
 - ***“Off Ramp”*** -This is a six-week class, offered in the fall, for lead pastors who are 65 and above. This class explores retirement, succession, and finishing well.
 - ***“Connecting Kids and Students in the Community to Christ”***- This class will be offered in the winter and summer.
 - ***“Why Leadership Health Matter”***- This class will be offered in the winter and summer and will focus on leadership health.
 - ***“The Mission of the Church in a Changing Global Culture”***- This class will be offered in the winter and summer.
 - ***“HDNextGen Practitioners”***- This is a series of online events that focus on various subjects related to NextGen leadership. (See the NextGen report for more details).

- **HD Leadership Symposium Series (LSS)** - Our symposiums are one or two-day events hosted throughout the district. These events include:
 - ***“Racial Intelligence”*** - This is a one-day event, held at Camp Hickory in February, focusing on developing racial intelligence.
 - ***“ELN/Discipleship Forum”*** - This two-day event will be held in Indianapolis and Madison in Spring 2017. This event will focus on the opportunities and challenges in developing a Discipleship Program in the local church, along with being a venue for current ELN programs in the district to “preview and promote” their programs to prospective students.
 - ***“Soul Care”*** - This will be a two-day event, hosted in Moline this fall that will focus on leadership health and proper care for one’s soul.
 - ***“Reaching Other People Groups.”*** - This event, hosted by International Hope Center (Detroit) this spring, will focus on building cultural bridges to other people groups including Muslims.
 - ***“Communication”*** - This event will be hosted (location to be announced) in the spring and will address developing good communication practices in leadership.
 - ***“Leading Effective Mission”*** - This event will be hosted in Northern Wisconsin in April.

- **HD POD Plan** - This is a personal development plan for HD leaders.
 - 2016 - The HD Team and Divisional leaders will complete a POD plan. This plan will provide opportunities for coaching throughout the year.
 - 2017 - Each minister will develop a POD plan.

- **HD New Pastors Orientation** - This is a two-day retreat that follows our On Ramp (online) class.
- **HD Life Pacific MASL Scholarship** - The Heartland District is sponsoring three leaders for the MASL East Coast cohort.
- **HD Church Plant Training** - This is our training for church planters.
- **HD ELNs** - The ELNs for 2017 are: Clinton, IA; Indianapolis, IN; Winterset, IA; Madison, WI; Rochester, IN; and Decatur, IL.
- **HD Residencies**
 - Chicago, IL.
 - Clinton, IA
 - Ft. Wayne, IN
 - Indianapolis, IN
- **HD Team Development**
 - Coaches training
 - Supervisor doctoral program
 - Convention, Fall Conference, and Winter Leadership Training event
 - Global Leadership Conference
- **HD Hispanic Leaders Retreat** - This is a Summer Hispanic leader retreat.

Church Transformation

- **HD Church Transitions** - With a large amount of pastors facing retirement, we believe that one great opportunity to see church transformation is through church transitions. In 2017, we will launch a Canvas class called “Off Ramp” for all pastors 65 years and over.
- **HD Missional Transformation** - We are endeavoring to change the conversations from how to attract individuals to our congregations to how to reach our neighbors, the disenfranchised, the immigrant, and those who might never attend a service.
- **HD Score Card** - We are creating a new scorecard to evaluate the effectiveness of a church.
- **HD Assessment**
 - We will continue to use various forms of assessment tools.
 - For every church transition we do a comprehensive assessment including: Pastoral profile, SWOT, NCD, and others.

- **HD Discipleship**
 - We will ask each pastor to fill out a POD for 2017. The plan will help the leader chart his or her personal growth and development.
 - We will ask each pastor to enroll in at least one leadership development (Canvas) course scheduled to launch in February.
 - We will continue training and leadership development through cohort involvement, our annual conferences, and geographical relationships.
- **HD Accountability** – We will continue to create a culture of accountability, emphasizing the partnership with The Foursquare Church in meeting the monthly stewardship criteria.

Church Multiplication

“A spirit of multiplication- We will plant every church with the purpose of multiplication (planting pregnant) and encourage every leader to consider multiplying their ministry by strategic training and releasing of leaders, by opening their church facility to another people group and by planting at least one church, campus, satellite, and/or developed leader.”

HD Church Planters Training (continual development)

- Church Planters Assessment:
 - Profiles and Surveys [Chazown, Church Planters Profile, Strength Finder, Human Metrics, KodaChrome, Church Growth (gift analysis)]
 - Application and References
 - Personal Interview.
 - Foursquare Licensing Application Process
 - Background check done early in church plant process
 - Foursquare License Coaching Relationship
- Church Planters Training - Online Cohorts and weekend Mini Camps. Weekend retreats are scheduled quarterly in conjunction with the Church Planters Online Cohort:
 - *Call* – Who Am I? Who Am I Called to Be? Timeline, Core Values
 - *Communion* – What Am I Called to Do? Spiritual Formation, Personal Growth, Hear God’s Voice
 - *Community* – Who Will Do It with Me? Multiply Disciples, Leader Development
 - *Culture* – How Will We Do It? Culmination of the previous three, transition from personal to church

HD Coaching Network

- Continue to develop a Network of Certified Coaches (Lifeforming)
 - Antonio Sims, Robin Swieringa, Myself
- Add 9 additional church planters to coaching stream
- Add one more individual to proceed through the training
 - Intentionally will be looking to recruit a Hispanic person

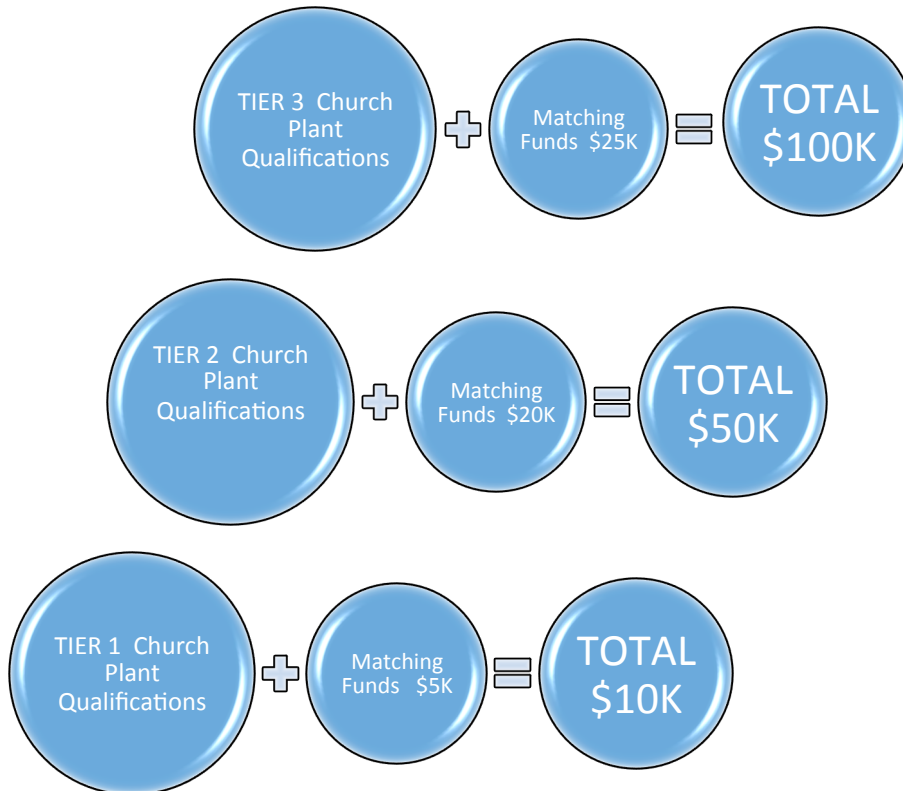
HD Church Multiplication

- Sponsor pastors to Church Multiplication events, conferences, seminars, etc.
- Continue to embrace, encourage, support, resource church’s multiplication plans

- Tell their stories (those who have multiplied) to rest of HD through video interviews, our monthly “Highlights”, etc.

HD Church Plant Funding Model

- We value partnership and Kingdom advancements. Therefore, we have established a three-tier matching funds model for church plants. The Heartland District’s matching funds are directly related to the church plant’s ability to raise funds, be administratively healthy, and a growing development of Discipleship, Community, Leadership Development, and Church Multiplication.



- Additional funding opportunities
 - Pre-launch support
 - Special needs
 - Sponsor planters to Church Planting events, conferences, seminars, etc.

HD City Plan Initiative

- Prayerfully considering next target city for District City Plan Initiative
 - Minneapolis, St. Paul, Milwaukee, Madison, Grand Rapids
 - (Please join us in prayer for this next city)

Des Moines City Plan

- Church Plants – 2 currently in the pipeline
- Development of DMCP leaders

Indianapolis City Plan

- Recruit and grow team: Chad Garrison is ICP Leader
- Church Plants – first church plant launched
- Develop ELN/Residency/Apprentice hybrid program
- Launch public services of Illuminate Church Plant
- Receive certification for Indy ELN
- Establish and begin pilot launch of Indy Pastoral Leadership Residency Program Summer/Fall 2017

Chicago City Plan

- Revising plan with local Foursquare pastors
- First gathering of local Foursquare pastors - September 28, 2016

Detroit City Plan

- Church Plants
 - Continue support of the 5 church plants
 - One additional currently in pipeline
- “Transform Detroit” – fundraising goal of \$70,000
- IHC – sustainable through fundraising and renting space
 - Develop Multi-Cultural Training for HD Symposium Series
 - Recruiting and developing of BAMs

RE: Ripple Effect

- E-magazine
- Continue to grow subscriptions, goal is 1,000
 - Then recruit advertisements to offset expenses/cost, any additional funds will be put toward church plant fund
- Monthly update resources
 - Interviews, blogs, vlogs, videos, published articles, TED talks, websites, BAMs, etc.

HD Church Planters Website

- Continue to refresh and update
- Integrate coaching pieces

HD Get2Know Foursquare Events

- Minimum of 2 events
 - Detroit, Minneapolis/St. Paul are strong possibilities

NextGen

- **Continue in Launching Points for NextGen Ministry**
 - Summer Camps - Elementary, Youth, Young Adults & Special Needs
 - Youth Winter Camps
 - Spring Young Adult Retreat
 - Young Leader Conference

- **Leader Resourcing**

- Practitioners Monthly Video Resources Online and in-app (HDFoursquare App)
- HDConference Gathering/Breakouts
- Camp-Specific Leader Investment
- Discipleship Training Forum Events in Madison, WI & Indianapolis, IN
- ARISE Summer Internship (7th year)

District Mission Events

HD Day of Prayer and Fasting for Missionaries
Wednesday, March 1, 2017

HD Indiana Mission Conference
March 3 - 4, 2017

HD Sumpango, Guatemala Missions Trip
March 28 – April 4, 2017

HD Uganda/Kenya Missions Trip
April 17 – April 30, 2017

HD Day of Prayer and Fasting for Missionaries
Wednesday, June 7, 2107

HD Chicago Urban Outreach Missions Weeks
July 17 – 23, 2017
July 31 – August 6, 2017

HD Detroit Urban Immersion Mission Week
August 7 – 13. 2107

HD Iowa Mission Conference
August 25 – 26, 2017

HD Day of Prayer and Fasting for Missionaries
Wednesday, October 5, 2107

2017 Heartland Calendar

| | |
|-------------------|---|
| January 13-15 - | Winter Camp, Camp Hickory |
| February (TBA) | Online Classes Launch |
| February 13-15 - | Winter Leadership Training |
| February 14 | Symposium (Racial Intelligence) |
| March 3-5 - | Young Adult Retreat, Camp Hickory |
| April 28- | Symposium- ELN/ Discipleship Forum (Indy) |
| April 28-30 | Symposium- "Leadership"- Rhinelander, WI |
| May (TBA) | Online Classes Launch |
| May 5 - | Symposium- ELN/Discipleship Forum (Madison) |
| May 8-10 | Symposium- Improving Cultural Intelligence- Detroit, MI |
| May (TBA) | Symposium- Communication- (TBA) |
| May 29-June 1 - | Foursquare Connection, Washington DC |
| June 11- | Arise Internship Starts |
| June 9-10- | Hispanic Retreat, Camp Hickory |
| June 13-16- | Camp Hermon (Special Needs) |
| June 14- | Day of Prayer for Camps |
| June 19-23- | Southern, IN Elementary Camp |
| June 19-23 - | Elementary Camp #1 (IL/IA), Spencer Lake |
| June 19-23- | Elementary Camp #2, Camp Hickory |
| June 26-30- | Elementary Camp #2, Camp Hickory |
| July 05-07 - | Young Leader Conference, Camp Hickory |
| July 10-15 - | Youth Camp #1, Camp Hickory |
| July 10-14- | Elementary Camp Lake Darling (IA) |
| July 11-15 | Southern Indiana Youth Camp |
| July 17-21 - | Youth Camp #2, Camp Hickory |
| July 28 | Arise Internship Ends |
| September (TBA) | Online Classes Launch |
| September (TBA) | Soul Care |
| September 12 - | Pastors Orientation |
| September 22-23 - | Women's Conference/Men's Conference |
| September 29-30- | Women's Conference |
| November 6-7 - | HD Conference (TBA) |
| December 7-9 - | Staff Retreat |

2017 Budget Summary

| | 2017 Total | % |
|--|-------------------|-------------|
| GENERAL FUND | | |
| OPERATING INCOME | | |
| Monthly Corporate Allocation | \$700,000 | 94% |
| Other Income (rental, interest income etc.) | 45,000 | 6% |
| TOTAL INCOME | \$745,000 | 100% |
| OPERATING EXPENSES | | |
| Administrative Expenses | | |
| Personnel Expenses ^[schedule A.1] | 314,352 | 42% |
| Contract Labor ^[schedule A.2] | 39,810 | 5% |
| Facility Lease | 23,400 | 3% |
| General and Administrative ^[schedule B] | 46,000 | 6% |
| Total Administrative (office overhead) | 423,562 | 57% |
| Missional Expenses | | |
| Leadership Development ^[Schedule C] | 65,950 | 9% |
| Church/Congregation Multiplication ^[Schedule D] | 103,000 | 14% |
| Church Transformation ^[Schedule E] | 133,140 | 18% |
| | | 0% |
| TOTAL OPERATING EXPENSES | 302,090 | 41% |
| Unbudgeted Items (contingency) | 18,000 | 2% |
| NET INCREASE/(DECREASE) IN ASSETS | \$1,348 | 0% |

2017 HD Team

| | |
|--|----------------|
| District Supervisor | Dan Mundt |
| Supervisor's Assistant | Cindy Mundt |
| Asst. Supervisor/Church Multiplication | Steve Ryssemus |
| NextGen/Communications | Chad Garrison |
| Administration | Eleza Miller |
| Administrative Assistant | Lauren Reece |
| Missional Coordinators | |

| | |
|-------------------------|-------------------|
| Education | Heartland Team |
| Forerunners | Shirley VonHolten |
| Hispanic Representative | Mario Solorzano |
| Licensing Point Person | Cindy Cauble |
| Missions | Esperanza Morphis |
| Women in Ministry | Merrilyn Smith |

2017 District Council

- *Jim Machen, Sr. (Board, District Elder) (New board member to be added)*
- *Antonio Sims (Cabinet)*
- *Natalie Working (Cabinet)*
- *Merrilyn Smith (Elder)*
- *Mike Rush*
- *Saul Cortez (Hispanic)*
- *Mario Solorzano (Hispanic)*
- *Chad Halverson*
- *Christy Fehlen*
- *Caleb Ingram*
- *Terry Frazier*
- *Jim Machen, Jr.*