



2018 Heartland District Plan

Leadership Development

- **HD Continuing Education** – The purpose of these classes education and leadership development. These classes will be offered in the spring and fall semesters on Canvas.
- **HD One Day** - Our “One Day” events will be hosted throughout the district and will focus on Next Generation ministry. We are planning 10 events throughout six states.
- **HD POD Plan** - This is a personal development plan for HD leaders.

In 2017 the HD Team and Divisional leaders completed a POD plan. This plan will provide opportunities for coaching throughout the year.

In 2018 every Senior Pastor will develop a POD plan.

- **HD New Pastors Orientation** - This two-day retreat 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 (see Church multiplication section).
- **HD ELNs** - The ELNs for 2018 are: Clinton, IA; Indianapolis, IN; Winterset, IA; Madison, WI; and Decatur, IL.
- **HD Internships** - Each year we develop 10 interns (18-21 years old) through our camp internship program. The interns received hands-on ministry experience, they learn to work within a team, and they experience a personal spiritual life component at camp. This internship has been very fruitful in raising up young leaders.
- **HD Residencies** - Clinton, IA; Indianapolis, IN
- **HD Team Development** - Coach training; Supervisor Doctoral program; Convention; Fall Conference; Winter Leadership Training; and, Willow Creek Global Leadership Conference.
- **HD Hispanic Leaders Retreat** – This is a annual Hispanic leaders 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 2018 we will launch a Canvas class called “Off Ramp” for all pastors 65 years and over.
- **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 2018. 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 online classes, divisional training events, annual Fall conferences, and regional one-day events.

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**

Assessment

Profiles and Surveys [CP Application, Chazown, Church Planters Profile, Strength Finder, Human Metrics, KodaChrome, Church Growth (gift analysis)].

Training – (5) Weekend Mini Camps.

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

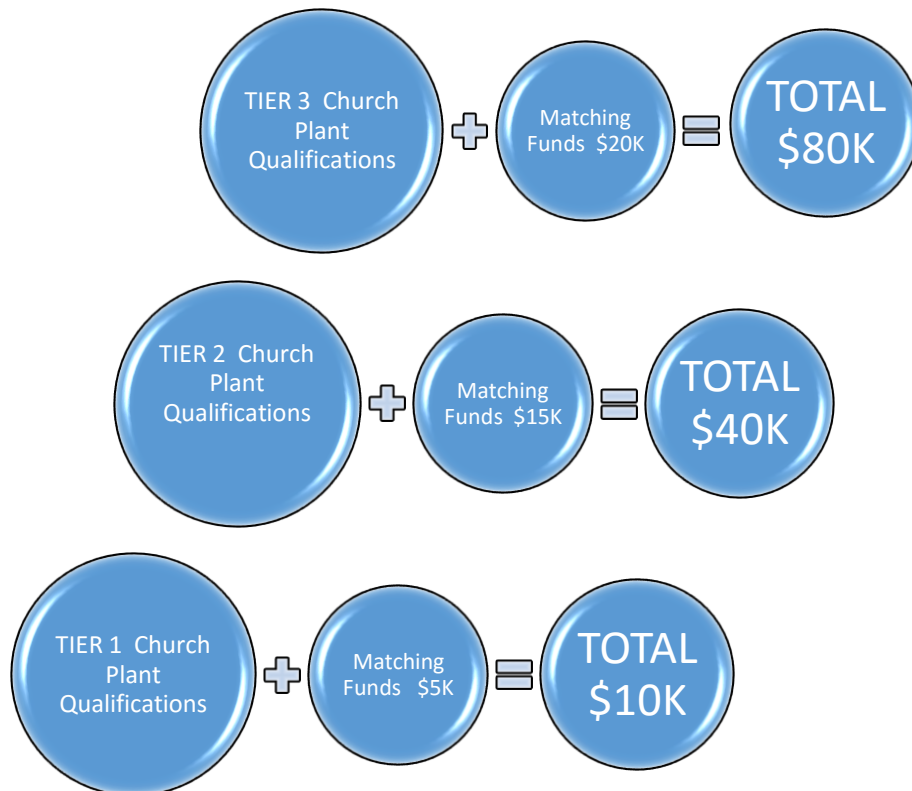
Community – Who Will Do It with Me? Multiply Disciples, Leader Development

Culture – How Will We Do It? Culmination of the previous three, transition from personal to church

Fundraising – Adapted from/by Henri Moreau missionaries training

Coaching - HD Network of Certified Coaches; each church planter assigned a coach

- **HD Church Plant Funding Model** - We value partnership and Kingdom advancements. 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.



- **HD City Plan Initiative**

- **Des Moines City Plan**

Church Plants – 1 currently in the pipeline

Development of DMCP leaders

- **Indianapolis City Plan**

- Recruit and grow team: Chad Garrison is ICP Leader
- Continue in Church Planted (Illuminate Indy) in 2017
- Community Engagement through service projects and community events
- Begin first class of Indy ELN in the Fall of 2018
- Continue with first class of Illuminate Pastoral Residents, begin 2nd class of residents in Fall of 2018
- Begin Assessment for potential future church plants
- Develop Illuminate Indiana Network strategy (first partnership with Muncie South Foursquare)

- **Chicago City Plan**
Revising plan with local Foursquare pastors
- **Detroit City Plan**
Self-sustaining
- **HD Church Planters Website** - Continue to refresh and update

NextGen

- **Launching Points for NextGen Ministry**
 - Summer Camps - Elementary, Youth, Young Adults & Special Needs
 - Youth Winter Camps
 - Spring Young Adult Retreat
- **Leader Resourcing**
 - Practitioners Video Resources Online and in-app (HDFoursquare App)
 - HDConference Gathering/Breakouts
 - Camp-Specific Leader Investment
 - Regional Leader One-Day Training Events
 - ARISE Summer Internship (8th year)

District Missions

- **Establishing Global Partnership**
 - Continue to grow our established global partnership with Steve and Kim Cecil in Russia.
 - Continue to deploy district teams on short-term global mission trips. Portions of those mission trips will be dedicated to leadership training.
- **Multiply Churches Globally** - Continue working with Steve and Kim Cecil on their 5-year district plan to multiply churches and disciples in the nation of Russia.
- **Missional Training and Conferences**
 - A mission breakout session will be conducted during Youth and Young Adult Camps.
 - Fort Wayne, IN Foursquare hosts an annual Fall missions conference
 - A mission breakout session will be conducted during the District Fall Conference.
 - Short-term mission training will be offered in Iowa, Minnesota, Michigan, Illinois, and Wisconsin

2018 Heartland Calendar

January 13-14 -	Winter Camp, Camp Hickory
February 12-13 -	Winter Leadership Training at Camp Hickory
February 17 -	HDTour – NextGen Focus – Greencastle, IN
February 23-25 -	Young Adult Retreat at Camp Hickory
March 10 -	HDTour – NextGen Focus – Camp Hickory
April 9 -	Online Education – Spring Cohorts
April 21 -	HDTour – NextGen Focus – Minneapolis, MN
April 27-	OneDay: Leadership Focus- Rhinelander, WI
May 28 -June 1 -	Foursquare Connection: Seattle
June 10 -	Arise Internship Begins
June 12-15 -	Camp Hermon (Special Needs)
June 14 -	Day of Prayer for Camps
June 18-22 -	Elementary Camp #1, Camp Hickory
June 25-29 -	Elementary Camp #2, Camp Hickory
June 19 -23 -	Southern Indiana Camp
July 9-13 -	Kids Camp, Lake Darling (IA)
July 9-13 -	Youth Camp #1, Camp Hickory
July 14-20 -	Youth Camp #2, Camp Hickory
July 27 -	Arise Internship Ends
August 11 -	HDTour – NextGen Focus – Southern IL
August 18 -	HDTour – NextGen Focus – Quad Cities IA/IL
August 22 -	Online Education – Fall Session Begins
September 12-	Pastor’s Orientation
September 22-23 -	Women's / Men's Conference
October 6 -	HDTour – NextGen Focus - Michigan
October 15-17 -	Heartland Fall Conference in Schaumburg, IL
December 7-9	Staff Retreat

2018 Budget Summary

	Total	%
GENERAL FUND		
OPERATING INCOME		
Monthly Corporate Allocation	\$700,000	96%
Bonus Tithe <i>(if applicable)</i>	-	0%
Other Income <i>(rental, interest income etc.)</i>	26,460	4%
TOTAL INCOME	\$726,460	100%
OPERATING EXPENSES		
Administrative Expenses		
Personnel Expenses <i>[schedule A.1]</i>	309,515	43%
Contract Labor <i>[schedule A.2]</i>	34,500	5%
Facility Lease	25,524	4%
General and Administrative <i>[schedule B]</i>	84,784	12%
Total Administrative <i>(office overhead)</i>	454,323	63%
Missional Expenses		
Leadership Development <i>[Schedule C]</i>	74,604	10%
Church/Congregation Multiplication <i>[Schedule D]</i>	89,400	12%
Church Transformation <i>[Schedule E]</i>	94,200	13%
		0%
TOTAL OPERATING EXPENSES	258,204	36%
Unbudgeted Items (contingency)	12,000	2%
	1,933	
NET INCREASE/(DECREASE) IN ASSETS	\$1,933	0%
Rolling Balance of General Fund Reserves		
	Total	%

2018 HD Team

District Supervisor
Supervisor's Assistant
Asst. Supervisor/Church Multiplication
NextGen/Communications
Administration
Administrative Assistant
Hispanic Rep (Assistant Supervisor)
Missional Coordinators

Dan Mundt
Cindy Mundt
Steve Ryssemus
Chad Garrison
Eleza Miller
Lauren Reece
Eliana Caudillo

Education
Forerunners
Licensing Point Person
Missions

Heartland Team
Shirley VonHolten
Cindy Cauble
Esperanza Morphis

2018 District Council

- *Jim Machen, Sr. (Elder)*
- *Tim Genin (Board Member)*
- *Antonio Sims (Cabinet)*
- *Natalie Working (Cabinet)*
- *Merrilyn Smith (Elder)*
- *Mike Rush*
- *Saul Cortez (Hispanic)*
- *Chad Halverson*
- *Christy Fehlen*
- *Caleb Ingram*
- *Terry Frazier*
- *Jim Machen, Jr.*

2018 Divisional Superintendents (We have 13 DS's)