



Growth Plan

The Foursquare Church Growth Plan



First Name: _____ Last Name: _____

Date: _____

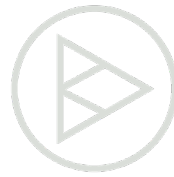
WHAT IS A GROWTH PLAN?

Research tells us that adults learn best when they seek direction for their own learning based on their passions, interests, goal-setting, support, time-constraints, and self-managed learning. This **Growth Plan** focuses on Person of the Leader, Leadership Competencies + Skills, and Foursquare Identity Keystones. You will identify growth opportunities for these three areas.

The **Growth Plan** focuses on helping you grow as a person and a contributing member the Foursquare Church. After completing the **Growth Plan**, share with a mentor or coach to discuss and draw out next steps for the growth opportunities you identified.

On the next page, you will discover growth markers of maturing disciples.

MATURING DISCIPLES



GROWTH MARKERS



Growth = Maturing Disciple

Three aspects of being a maturing disciple of Christ are having our loves reordered to the Great Commandment, our character re-formed to that of Christ, and our purpose realigned to the mission of God.

The above is cultivated by gaining new knowledge in which our current mindsets are challenged in healthy ways and produce *insight*. In intentional relationships, we have conversations about what we are learning, moving insight to *understanding*. As we put what we are learning and conversing about into practice and reflect back in our relationships, it becomes *wisdom*.

GROWTH OPPORTUNITIES

A growth opportunity helps you identify an area of your life in which you would like to make progress. What growth opportunities would you like to focus on and share with others? The Growth Plan asks you to set a growth opportunity in each of three areas:

PERSONAL LIFE (**MATURING DISCIPLE**)

- LEADERSHIP
COMPETENCIES + SKILLS
- FOURSQUARE **IDENTITY**
KEYSTONES

Together these three growth opportunities make up your **Growth Plan.**

LEADERSHIP COMPETENCIES + SKILLS

In the following 3 sections, evaluate yourself based on any area of your life that you would like to focus on for improvement (self, organization, church). Mark if you are **DOING WELL**, **NOT SURE**, or **NEED IMPROVEMENT** for each line in the section.

LEADING **SELF**

- I have specific goals in mind for my future.
- I feel in control of my daily schedule.
- I have developed a technical skill or creative talent that others recognize as a valuable contribution to my team.
- Those closest to me would affirm that I demonstrate humility, curiosity, and teachability.
- Those closest to me would affirm that I demonstrate initiative.
- I am an enthusiastic follower.

LEADING **OTHERS**

- I have a few people who follow me based on friendship & familiarity.
- I pray regularly for the people in my relational circle.
- I seek to see other people as God sees them.
- I listen and try to hear what the Holy Spirit is doing in the lives of those I lead, so that I can partner well with Him.
- I demonstrate courage and grace in my conversations.
- I am learning to appreciate other cultures and other ways of being in the world.

LEADING **TEAMS**

if applicable

- I can assign work and build trust with those I lead. I delegate tasks with clarity and follow-up.
- I create community through regular fellowship.
- I create unity through regular group meetings and collaborative brain-storming.
- Everyone knows their role in the group/organization and everyone reports to me on how it's going.
- I have created job descriptions and processes for the different roles for my team members.
- I successfully identify team members and align their roles with their passions and best contribution.
- The people I lead feel like they have clear expectations, are set up for success, and are consistently provided with the support they need.
- The people I lead feel like they have input on the vision and take ownership of it in their own teams.

FOURSQUARE IDENTITY KEYSTONES

As we all grow, it is important that we continue to learn and grow together. One way to accomplish this is by engaging and embodying Foursquare Identity Keystones.

**WHICH KEYSTONE
WOULD YOU LIKE
TO FOCUS ON THIS
NEXT YEAR?**

- Indigenous Empowerment
- Women in Senior Leadership
- Integrated Mission
- Moderation
- Pentecostal Ethos

INDIGENOUS EMPOWERMENT

The practice of finding and preparing leaders to lead in their own context: ethnically, culturally, geographically, & locally.

WOMEN IN SENIOR LEADERSHIP

The value and belief that women should be celebrated and equipped for every area of ministry leadership.

INTEGRATED MISSION

The practice of embracing both evangelism and social action/care as one integrated approach to ministry.

MODERATION

The value of taking a “middle of the road” stance in worship and ministry described as, “in the essentials unity, in the non-essentials liberty, and in all things charity.”

PENTECOSTAL ETHOS

The unique ways we live out our embrace of the work and power of the Holy Spirit in and through us.

WHAT IS A GROWTH OPPORTUNITY YOU HAVE FOR THIS YEAR?

Identify a growth opportunity you have based on the selected Foursquare Identity Keystone.

THE WAY WE GROW IS BY INTENTIONALLY ENGAGING OUR HEAD, HEART + HAND

Look back over the growth opportunities you identified. Prayerfully identify ways you may intentionally engage in head, heart and hand growth this year.

HEAD (NEW KNOWLEDGE):

Gaining new knowledge challenges our current mindsets in healthy ways and produces insight. What new knowledge will I add this year?

HEART (INTENTIONAL RELATIONSHIPS):

In intentional relationships, we have conversations about what we are learning, moving insight to understanding. What relationships will I intentionally engage to help with my growth this year?

HAND (REFLECTIVE EXPERIENCES):

As we put what we are learning and conversing about into practice and reflect back in our relationships, it becomes wisdom. How will I reflect on how I am growing when I put new knowledge into experience?
