

The Six-Function Plan

A written plan for walking out a healthy church, one obedient step at a time.

"He who began a good work in you will carry it on to completion."

PHILIPPIANS 1:6

Church

Pastor

Revitalization Encourager

Date this plan was written

Next review date

How often we will review after that

This is not a program. It is a written record of what you decided, who owns it, and when you will look at it again. It is meant to be marked up, argued with, and revisited. A plan nobody writes on is not a plan.

Nine steps to a strategic ministry plan

By Rob Jackson, State Missionary

- 01** Analyze. Yourself, your church, and your community.
- 02** Prayerfully develop a team. No man is an island. It is easier to move your church forward with other vital people assisting you.
- 03** Revisit or create a vision and mission statement. Your mission statement reminds you of your purpose and calling. Your vision statement directs you forward.
- 04** Evaluate the balance of your church using the six biblical functions found in the Great Commandments and the Great Commission.
- 05** Get alone to hear from God. It is in these times that a pastor often hears direction and confirmation.
- 06** Brainstorm which area is needed most. Get with your team and begin to put the plan on paper.
- 07** Preach the Word. Never underestimate the power God gives the pastor in the pulpit. Preach a series on the six functions.
- 08** Implement your plan slowly. Just as you cannot do it all alone, you cannot do it all at once. You eat an elephant one bite at a time.
- 09** Measure success based on the church's six functions. A strategic plan should both measure and evaluate your church's health progress.

Who is carrying this

These are roles to cover, not nine people to recruit. In a smaller church one person will carry several, and that is normal. Write a name beside the roles you can fill and leave the rest for later.

Prayer Warriors	
Visionaries and Big-Picture Thinkers	
Community Connectors	
Organizers and Administrators	
Creatives and Worship Leaders	
Evangelism and Outreach Specialists	
Discipleship Leaders	
Finance and Budget Experts	
Trusted Elders or Seasoned Members	

Before you fill anything in

- 01** Preach the six functions first, over six Sundays or combined. Prayer is the priority.
- 02** Start with current reality. Walk through your community demographics and compare the age groups in your community against the age groups in your church.
- 03** Break into tables of three to five people. Each table takes one function. Nobody evaluates the function they already serve in: the worship leader does not grade worship.
- 04** Give each table at least an hour. Push them to “what now?” quickly.
- 05** Over the next six to eight weeks, each table reports back with two action steps: one that can start inside three months, and one for three to six months out.
- 06** Table leaders then meet and merge everything into one integrated recommendation to bring to the church.
- 07** Celebrate wins.

If your church is too small for six tables. Have the group vote on the top three needs across the six functions, then decide together which of the three gets priority right now.

WHERE THE SCORES COME FROM

Each function page asks for a score. Those come from your church’s completed assessments. Ask your revitalization encourager for your results before you start filling these pages in, and work from the actual numbers rather than from impressions.

01

TEAM: UPREACH

Prayer

Restoring prayer as the engine of the church. Personal, corporate, and leadership prayer rebuilt as ordinary practice.

WHERE WE ARE NOW (score from your assessment, plus one honest sentence)

SCORE

ONE REALISTIC ACTION UNDER THIS FUNCTION

OUR NEXT STEP, INSIDE 3 MONTHS

OUR NEXT STEP, 3 TO 6 MONTHS

WHO OWNS IT (a person, not a committee)

WHAT WILL GET IN THE WAY

HOW WE WILL GET PAST IT

Reviewed on _____ and what actually happened

02

TEAM: OUTREACH

Evangelism

Equipping ordinary believers to share the gospel naturally, into homes, workplaces, schools, and neighborhoods.

WHERE WE ARE NOW (score from your assessment, plus one honest sentence)

SCORE

ONE REALISTIC ACTION UNDER THIS FUNCTION

OUR NEXT STEP, INSIDE 3 MONTHS

OUR NEXT STEP, 3 TO 6 MONTHS

WHO OWNS IT (a person, not a committee)

WHAT WILL GET IN THE WAY

HOW WE WILL GET PAST IT

Reviewed on _____ and what actually happened

03

TEAM: MATURITY

Discipleship

Forming followers, not just attenders. A clear, simple pathway from first faith to reproducing Christ-follower.

WHERE WE ARE NOW (score from your assessment, plus one honest sentence)

SCORE

ONE REALISTIC ACTION UNDER THIS FUNCTION

OUR NEXT STEP, INSIDE 3 MONTHS

OUR NEXT STEP, 3 TO 6 MONTHS

WHO OWNS IT (a person, not a committee)

WHAT WILL GET IN THE WAY

HOW WE WILL GET PAST IT

Reviewed on _____ and what actually happened

04

TEAM: INREACH

Fellowship

Recovering biblical community, the kind that shares burdens, confesses sin, eats together, and stays.

WHERE WE ARE NOW (score from your assessment, plus one honest sentence)

SCORE

ONE REALISTIC ACTION UNDER THIS FUNCTION

OUR NEXT STEP, INSIDE 3 MONTHS

OUR NEXT STEP, 3 TO 6 MONTHS

WHO OWNS IT (a person, not a committee)

WHAT WILL GET IN THE WAY

HOW WE WILL GET PAST IT

Reviewed on _____ and what actually happened

05

TEAM: MINISTRY

Ministry

Every member serving from giftedness, inside the church to build it up, and outside it to bless the community.

WHERE WE ARE NOW (score from your assessment, plus one honest sentence)

SCORE

ONE REALISTIC ACTION UNDER THIS FUNCTION

OUR NEXT STEP, INSIDE 3 MONTHS

OUR NEXT STEP, 3 TO 6 MONTHS

WHO OWNS IT (a person, not a committee)

WHAT WILL GET IN THE WAY

HOW WE WILL GET PAST IT

Reviewed on _____ and what actually happened

06

TEAM: MAGNIFICATION

Worship

Gathered worship that exalts Christ, and a Monday-through-Saturday life of worship that backs it up.

WHERE WE ARE NOW (score from your assessment, plus one honest sentence)

SCORE

ONE REALISTIC ACTION UNDER THIS FUNCTION

OUR NEXT STEP, INSIDE 3 MONTHS

OUR NEXT STEP, 3 TO 6 MONTHS

WHO OWNS IT (a person, not a committee)

WHAT WILL GET IN THE WAY

HOW WE WILL GET PAST IT

Reviewed on _____ and what actually happened

The next ninety days

A plan you cannot start this quarter is not a plan yet. Name one concentrated aim for the next ninety days, then decide who carries each stage of it.

OUR ONE THING FOR THE NEXT NINETY DAYS

WRITTEN AS A COMMITMENT, IN OUR OWN WORDS

Who owns each stage

STAGE	WHO IS RESPONSIBLE
Community contact. Learn the person’s name and contact information.	
Personal follow-up. Call, text, visit, or write within seven days.	
Gospel relationship. Pray for them and initiate a gospel conversation.	
Sunday connection. Invite and accompany them to worship.	
Church relationship. Connect them with members and a Sunday School class.	
Discipleship. Begin age-appropriate discipling.	
Service. Help them discover a place to participate and serve.	

Someone must be responsible for every stage. “The church will follow up” usually means no one follows up.

A small scoreboard

You do not need complicated statistics. Track these monthly, in pencil, and look at them together.

MONTH	_____	_____	_____	_____	_____	_____
Worship attendance						
Sunday School or small-group attendance						
Youth attendance						
First-time guests						
Guests who returned						
Households personally contacted						
Gospel conversations						
Professions of faith						
Baptisms						
New members						
People involved in ministry or service						

The goal is not merely higher attendance. The goal is people moving toward Christ and deeper participation in His church.

THE INTEGRATED RECOMMENDATION

One plan, not six

Six tables produced six sets of action steps. This page is where the leaders merge them into one recommendation the whole church can say yes to.

OUR TOP THREE PRIORITIES, IN ORDER

1

2

3

WHICH ONE GETS PRIORITY RIGHT NOW AND WHY

Presented to the church on

Affirmed by

Celebrate wins

Write them down as they come, with the date. In month nine, when the work feels slow, this is the page you will need most.

DATE (INCLUDE THE YEAR)

Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Population (millions)	7.5	7.6	7.7	7.8	7.9	8.0	8.1	8.2	8.3	8.4	8.5	8.6	8.7	8.8	8.9	9.0	9.1	9.2	9.3	9.4	9.5
GDP (trillion USD)	50.0	55.0	60.0	65.0	70.0	75.0	80.0	85.0	90.0	95.0	100.0	105.0	110.0	115.0	120.0	125.0	130.0	135.0	140.0	145.0	150.0
Life expectancy (years)	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95
Urban population (%)	55	58	61	64	67	70	73	76	79	82	85	88	91	94	97	100	100	100	100	100	100
Renewable energy (%)	10	12	15	18	22	26	30	35	40	45	50	55	60	65	70	75	80	85	90	95	100
Carbon emissions (Gt CO2e)	15.0	16.0	17.0	18.0	19.0	20.0	21.0	22.0	23.0	24.0	25.0	26.0	27.0	28.0	29.0	30.0	31.0	32.0	33.0	34.0	35.0
Forest cover (%)	25	24	23	22	21	20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5
Water stress (%)	10	12	15	18	22	26	30	35	40	45	50	55	60	65	70	75	80	85	90	95	100
Healthcare expenditure (GDP %)	5.0	5.5	6.0	6.5	7.0	7.5	8.0	8.5	9.0	9.5	10.0	10.5	11.0	11.5	12.0	12.5	13.0	13.5	14.0	14.5	15.0
Education expenditure (GDP %)	3.0	3.2	3.4	3.6	3.8	4.0	4.2	4.4	4.6	4.8	5.0	5.2	5.4	5.6	5.8	6.0	6.2	6.4	6.6	6.8	7.0
Urbanization rate (%)	55	58	61	64	67	70	73	76	79	82	85	88	91	94	97	100	100	100	100	100	100
Renewable energy share (%)	10	12	15	18	22	26	30	35	40	45	50	55	60	65	70	75	80	85	90	95	100
Carbon emissions (Gt CO2e)	15.0	16.0	17.0	18.0	19.0	20.0	21.0	22.0	23.0	24.0	25.0	26.0	27.0	28.0	29.0	30.0	31.0	32.0	33.0	34.0	35.0
Forest cover (%)	25	24	23	22	21	20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5
Water stress (%)	10	12	15	18	22	26	30	35	40	45	50	55	60	65	70	75	80	85	90	95	100
Healthcare expenditure (GDP %)	5.0	5.5	6.0	6.5	7.0	7.5	8.0	8.5	9.0	9.5	10.0	10.5	11.0	11.5	12.0	12.5	13.0	13.5	14.0	14.5	15.0
Education expenditure (GDP %)	3.0	3.2	3.4	3.6	3.8	4.0	4.2	4.4	4.6	4.8	5.0	5.2	5.4	5.6	5.8	6.0	6.2	6.4	6.6	6.8	7.0

Billingsley Baptist Church

A real church, at the end of a real process. Their plan is not your plan, but this is the shape of one that worked.

WHAT THEY CELEBRATED

Easter attendance of 88 and a D-Now Sunday of 92. Forty-nine young people contacted. VBS with forty registered, three professions of faith and two rededications. Water handed out on July 3 with the church's name on it and the gospel shared with twenty-five people. A business meeting with good fellowship, where the church was not preoccupied with cost.

WHAT THEY CHOSE

Fellowship and outreach.

WHAT THEY LEARNED, AND IT WAS NOT COMFORTABLE

The Valentine event primarily attracted church people. That does not make it a failure, but it shows that fellowship by itself will not necessarily produce outreach.

WHAT THEY COMMITTED TO NEXT

To personally connect with every youth household, share the gospel when possible, invite the family to worship, and provide a clear next step into the church. Every youth household assigned to a trained adult contact. A personal call or visit within seven days of any event, not just a letter. Every contact and next step recorded.

