

Team member Growth Plan

This sample growth plan is shared here as an example that might help you as you develop your own growth plan; you will find other examples on other paths.

Growth Plan

Evaluation of myself:

What am I here to do? To use my God-given gifts, abilities, and strengths to help our church ready to be strong on it's own by the time we leave in 18 months.

What is my part? To be a helpmeet to my husband, housewife and mother, and to work with women-evangelizing, teaching, discipling,

1. Relationships with colleagues—very good, thanks to the Lord!
(Action Point- Spend more intentional time with Paolo and Lydia in light of their desire to continue working with in the future. Have them over for meals.)
2. Intercultural—I feel that I am generally accepted by insiders. I lack communicative competence with regular community people who don't do well in English.
(Action Point-Weekly review of the local dialect materials as soon as we get them from Jerry.)
3. Ministry – My **evangelism** involvement at this point is basically limited to the Bible Study method—because I feel that it is the most effective in this culture. But I would like to take part in the future in either EE or Evangelism Training using the Diagram (the one shot sharing type) –possibly when we have that sort of training in our next church plant. I am involved in **nuturing new Christians** through discipling Anita at present and plan on helping disciple ladies from the Sylvia Teacher's Bible Study in the coming year. My part in **developing others for service in the church** is weekly Bible study with Jen, continuing the Recovery series with our group of 6, and working with the wives of the elders in the coming year.
(Action Point- as soon as we know Pastor Philip's final decision, begin working on a plan for helping the elder's wives)
4. Personal and Family—I feel that I am healthy **emotionally**, although I occasionally struggle with worrying about things I can't control. (Action Point – do a personal Bible Study on the vice of worry and its corresponding virtue of trust). **Physically** I am doing well—I need to continue to prioritize exercise because of my families history of health problems. (Action Point—go to the dentist before we take our next trip). As far as **family** goes, by God's grace we are all doing well, but I feel that I have not done well in keeping in regular touch with my husband's parents or my Mom and not even that well in communicating regularly with my kids who are away at school. (Action Point – Meaningfully communicate with each of our kids every week and with my Mom and my husband's parents at least every 2 weeks). I want to

grow **intellectually** this coming year by reading more. (*Action Points – Make a list of books I want to read and schedule in a daily reading time before bed each night.*)

5. Spiritually – My devotional life is strong and very meaningful to me at this point in my life.
(*Action Points – Begin working on the Proverbs study along with my Quiet Time and update and use my prayer notebook*)

Self assessment:

Strengths – Experience in Church Planting, planning abilities, discerning/evaluating personality, able to help others because of personal stability, Bible knowledge because of my age and experience, strong marriage and family life, successful adaptation to life and ministry here, focused.

Liabilities – Limited ability to motivate others who aren't motivated, I'm more reactive rather than pro-active in ministry, my ministry experience is limited to this ethnic and religious group, and can be intolerant of others who have differing philosophies of life and ministry.

Current responsibilities:

Personal – Housewife, helpmeet to my husband, make home a haven

- Mom to my kids—help my husband monitor their needs and growth, regular communication with them

Organizational – I am part of a church planting team.

- a. Evangelism- Going with my husband to evangelistic studies with couples
- b. Discipleships- With Anita and Jen
- c. Deeper discipleship/training – using the Recovery Materials with the five women I disciple
- d. Accountability—with Sylvia once every 2 weeks

Personal goals (and how I plan on meeting them):

Overall I want to be a joyful person who points others to CHRIST and His ways!

Spiritually- I want to have a strong, alive walk with the Lord.

How? <Include Proverbs study and use of prayer notebook in my Quiet Time beginning immediately.

<Devotional reading before bed, one book from my list at a time. Post list by desk and check off when done.

Physically- I want to be as healthy as possible.

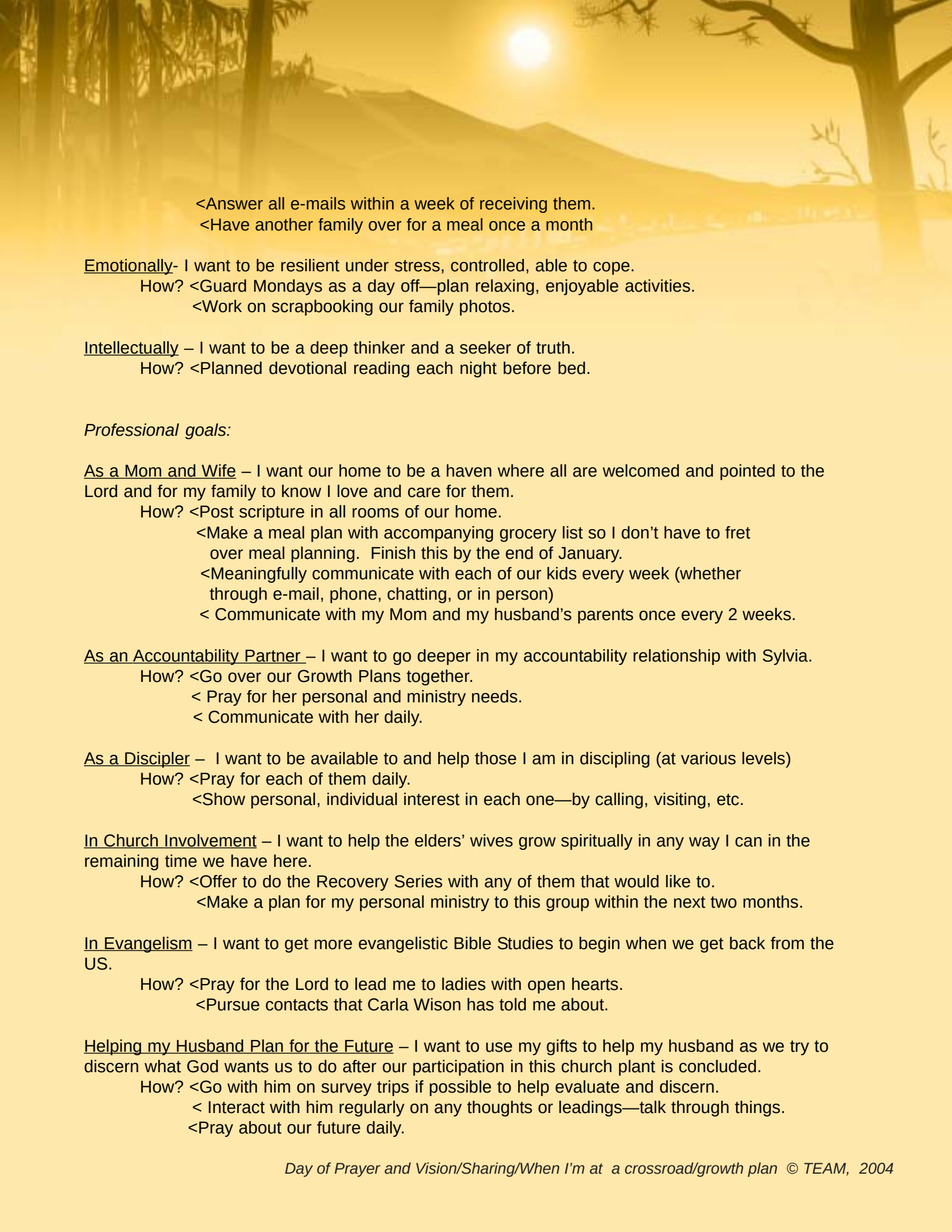
How? <Exercise at least 3x a week.

<Go to dentist before our trip

<Faithful vitamin taking

Socially - I want to maintain deep, meaningful relationships.

How? <Write e-mail updates to friends around the world at least once a month

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- <Answer all e-mails within a week of receiving them.
 - <Have another family over for a meal once a month

Emotionally- I want to be resilient under stress, controlled, able to cope.

- How? <Guard Mondays as a day off—plan relaxing, enjoyable activities.
<Work on scrapbooking our family photos.

Intellectually – I want to be a deep thinker and a seeker of truth.

- How? <Planned devotional reading each night before bed.

Professional goals:

As a Mom and Wife – I want our home to be a haven where all are welcomed and pointed to the Lord and for my family to know I love and care for them.

- How? <Post scripture in all rooms of our home.
<Make a meal plan with accompanying grocery list so I don't have to fret over meal planning. Finish this by the end of January.
<Meaningfully communicate with each of our kids every week (whether through e-mail, phone, chatting, or in person)
< Communicate with my Mom and my husband's parents once every 2 weeks.

As an Accountability Partner – I want to go deeper in my accountability relationship with Sylvia.

- How? <Go over our Growth Plans together.
< Pray for her personal and ministry needs.
< Communicate with her daily.

As a Disciplex – I want to be available to and help those I am in discipling (at various levels)

- How? <Pray for each of them daily.
<Show personal, individual interest in each one—by calling, visiting, etc.

In Church Involvement – I want to help the elders' wives grow spiritually in any way I can in the remaining time we have here.

- How? <Offer to do the Recovery Series with any of them that would like to.
<Make a plan for my personal ministry to this group within the next two months.

In Evangelism – I want to get more evangelistic Bible Studies to begin when we get back from the US.

- How? <Pray for the Lord to lead me to ladies with open hearts.
<Pursue contacts that Carla Wison has told me about.

Helping my Husband Plan for the Future – I want to use my gifts to help my husband as we try to discern what God wants us to do after our participation in this church plant is concluded.

- How? <Go with him on survey trips if possible to help evaluate and discern.
< Interact with him regularly on any thoughts or leadings—talk through things.
<Pray about our future daily.

Thoughts and dreams for the future:

< I would like to someday help my husband lead a church planting team of our own—with a carefully thought out plan from beginning to end. I feel that we have learned so much over the years that would help us in this and I'd love to have some younger, teachable team members that would be able to then take what they learn from our experience together and use it for many years to come.

<I would like to somehow use my love for making things (crafts, etc) for eternal purposes. I have no idea how...

This growth plan is repurposed with permission. Names and locations have been changed to maintain anonymity.