



## NEW YEAR, NEW FOCUS

### EVALUATING THE PAST & PLANNING FOR THE NEW YEAR

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#### INITIAL Q&A

- As a pastor, what do you do for Christmas services at Church of the Highlands?
  - Since we typically see more people in attendance for Christmas services, Pastor Chris spends a lot of time before and after services meeting people in the lobby.
- How do you continue to develop leaders to go to new levels of leadership?
  - You have to develop leaders organically and intentionally.
  - Organically is naturally developing and teaching people around you by your actions.
  - Intentionally is developing through a process and with specific people.
    - Meet regularly with either an individual or group of people.
    - Create or follow a plan to take them through.
    - Give them a project to do.
    - Ask them questions about how it went.
    - Have a system to report how they did.
  - Instead of hiring someone for every job that is needed, you need a staff member who can lead people who want to serve at your church and do what's needed.

“We don’t hire people to do jobs.  
We hire people to lead teams.” - *Chris Hodges*

#### EVALUATING THE PAST

- Collect Data – Compile data for the areas that matter the most so you can determine how healthy your organization is with a number attached to it.
  - Evaluate Results – Review the data collected to see if there are any trends or metrics that seem out of place or on track with what you were hoping for and expecting.
  - Celebrate the Wins – Take time to celebrate what God has done through your organization by showing everyone the numbers that matter such as guests, salvation, baptisms, etc.
  - Confront the Facts – See where your low numbers are and identify what you need to work on and focus on the most next year.
  - Get Better – Determine one thing that if it got better, would make the biggest difference.
    - This not only applies to your organization or church but also to yourself.
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- 10 Organization Dashboards
  1. Attendance
  2. Guest/Visitors
  3. Salvations
  4. Baptism
  5. Small Group
  6. Growth Track
  7. Dream Team
  8. Giving
  9. Expenses
  10. Staff
- 12 Personal Dashboards
  1. Faith
  2. Marriage
  3. Family
  4. Office
  5. Digital
  6. Ministry
  7. Financial
  8. Social
  9. Attitudinal
  10. Creative
  11. Mental
  12. Physical
- Once you start looking at these areas there will be obvious items that need your attention. Don't get discouraged by this because we all have low areas where we can improve.

"As a leader, the minute you decide you're getting better in an area personally, you actually impact the entire organization." - *Matt Minor*

### PLANNING FOR THE NEW YEAR

- Preparing for the new year should be very vision-driven, trying to find the heart of God, and planning to be a shepherd pastor.
- As you start planning your calendar keep in mind that things will inevitably change; so plan it "in pencil" first because you know things might move around before being finalized.
- A great tip is to create placeholders in your calendar of things that are important to you. You can use these down the road as a tool to see if you are truly available or not as opportunities come up.
- Pastor Chris likes using a Full Focus Planner, but no matter what tool you use, be sure to create a few annual goals for yourself to pursue in the coming year.
  - You can learn more about the Full Focus Planner through the resource link below.

"Please find time to evaluate before you build and have initiatives and goals." - *Chris Hodges*



### TITHE THE YEAR – 21 DAYS OF PRAYER

- Give God the first of your year through 21 Days of Prayer and Fasting.
- If you are unsure about prayer or fasting, use the links below to go to the Church of the Highlands and Highlands Resources websites to learn more and find resources.
- After that, we invite you to join Church of the Highlands in 2024 for their *21 Days of Prayer and Fasting* starting on January 7th and ending on January 27th.
- Pastor Chris also wrote a book called *Pray First* where you can learn more about prayer!
- There are a variety of ways to fast and if you would like to use the same supplements that Pastor Chris uses, you can use the resource link below.

"You've got to get God's blessing on your New Year." - Chris Hodges

### DISCUSSION QUESTIONS

See the last two pages for Discussion Questions that will help you and your team get the most out of this episode!

### EPISODE RESOURCES

- [Full Focus Planner](#)
- [Highlands Prayer Teachings](#)
- [Prayer Course and Resources](#)
- [Bulk Order Pray First Books](#)
- [PC's Fasting Supplement Plan](#)
- [Monthly Mentoring with Pastor Chris](#)
- [Develop Kingdom Builder / Legacy Teams](#)
- [Impact Leadership Conference](#)
- [Previous Episodes + Show Notes](#)
- [Convoy of Hope](#)
- [Free Church Resources](#)
- [Compassion International](#)
- [The StudioC](#)
- [The Wesleyan Investment Foundation](#)



**DISCUSSION QUESTIONS:**

Keep growing to reach your full potential by asking yourself and your team these questions:

**INITIAL Q&A**

- 1. What can you do to connect with people during the Christmas Season?

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- 2. Since we know it is essential to develop people within our organizations, what can you do to develop people this coming new year? Write down any names that come to mind.

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**EVALUATING THE PAST**

- 1. Why is it essential to attach numbers to areas when evaluating an organization's health?

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- 2. Why is confronting the facts, especially when facing low numbers, an essential aspect of planning for the future? How can low numbers be approached positively for improvement?

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- 3. Since the last step is to "Get Better", what is the one thing that if it got better, would make the biggest difference for both your organization and yourself personally?

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**PLAN FOR THE NEW YEAR**

- 1. How do placeholders in the calendar contribute to effective time management? Make a list of priority items/dates and help yourself by adding them to your calendar ahead of time.

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- 2. Like Pastor Chris using the Full Focus Planner, what are tools that you can use to help with goal-setting and planning for the new year?

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**TITHE THE YEAR – 21 DAYS OF PRAYER**

- 1. What is the significance of tithing the first of the year with 21 Days of Prayer and Fasting?

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- 2. By seeking God’s blessing and direction while making your own plans, how can it impact the spiritual trajectory of you as an individual and your organization?

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