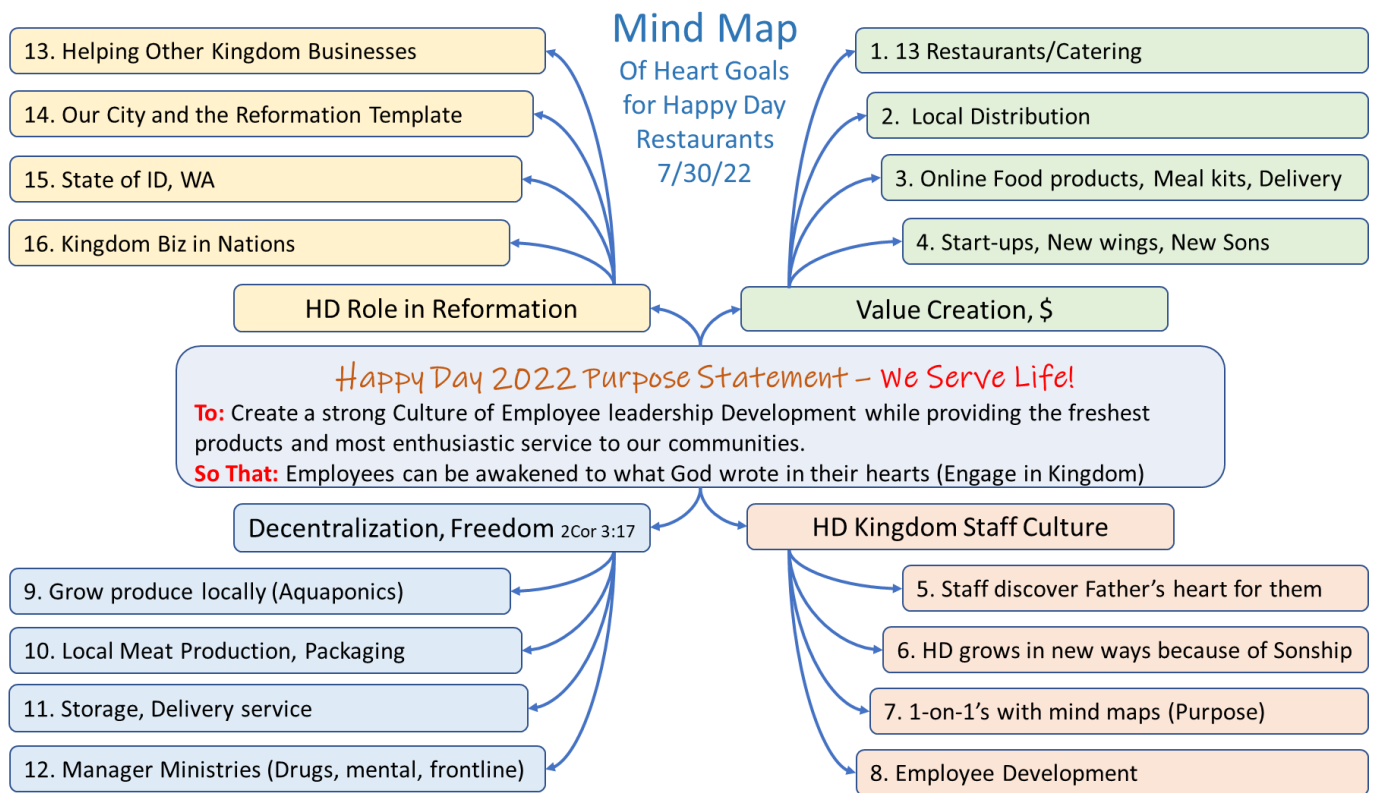


Father's Heart for Happy Day

Intro – There is a summary of each aspiration. Goals, the emotions, and next steps are in the boxes.



1. **Restaurants/Catering** – Happy Day Restaurants operates 13 restaurants and an off-premise catering and event company. We have been in business for over 50 years and employ approximately 550 people.

Goals – where will I be (Looking back from future)	“Emotional Why” (How it will feel?) “Vision” - what does it look like?	What’s the Next Step?
Connect to our employees – helping them become the stars – the main event. Seeing them discover what God wrote in their heart and flourish within our restaurant environments.	It's full of ownership and vision at the employee level. Employees are discovering who they are and having an impact on Customers and fellow employees.	Work on Core Team. Implement 1-on-1's, mind maps, stories, and aspirations. Lay the foundation for them to do the same with their direct reports.

2. **Local Distribution** – We are centralizing much of our purchasing to avoid sudden disruptions to our restaurant operations. We have a large distribution facility that includes bakery, butcher shop and commissary. We purchase in quantity and distribute to our company restaurants.

Goals – where will I be (Looking back from future)	“Emotional Why” (How it will feel?) “Vision” - what does it look like?	What’s the Next Step?
Making our own products – Commissary / Butchery / Baking – and centralized distribution.	To take control and manage supply our supply chain. It will empower and expand our own creative power.	While we are actively distributing inventory to our restaurants – it will continue to grow as we add our own

		products. Finishing our warehouse is the next step.
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3. **Online Food Products, Meal Kits, Delivery**– With our production food we have the opportunity to expand into new markets. We can deliver meal kits, operate popup ghost kitchens, open a specialty food store that showcases our own and other provider’s local products. – in 2020 in the beginning of the pandemic we birthed our own online delivery and takeout service.

Goals – where will I be (Looking back from future)	“Emotional Why” (How it will feel?) “Vision” - what does it look like?	What’s the Next Step?
The warehouse will be a production facility that will allow us to create products for our restaurants, have ghost kitchens, establish mail order division, sell products in a local grocery store.	The warehouse will be bustling with activity. – It will fill the gap left by the elimination of the monopoly distribution companies.	Finish the warehouse.

4. **Start-ups, New Wings, New Sons** – Specialty food store, regional food tours, ghost kitchens, and more. Happy Day is a hub for business. We have our own marketing team, maintenance team, and finance department. These are the areas that new businesses often struggle with in their early years.

Goals – where will I be (Looking back from future)	“Emotional Why” (How it will feel?) “Vision” - what does it look like?	What’s the Next Step?
Ghost Kitchens, National and regional mail order, local market, Local/Regional distribution, disaster relief.	The gap will be big – the mountains will become valleys and the valleys will become mountains.	Finish the warehouse – Put into operation Commissary, Butchery, and bakery. The other pieces will follow.

5. **Staff Discover Father’s Heart for them** – Our culture recognizes that Father created our employees with special gifts. They are not common they are hand crafted. It is our mission while they are with us to help them discover what He has written in their hearts and what his purpose is for them.

Goals – where will I be (Looking back from future)	“Emotional Why” (How it will feel?) “Vision” - what does it look like?	What’s the Next Step?
Develop a culture and process that onboards employees into that process and as our training we help them discover Father’s heart	At this point – In the future I see it as magnetic – People are drawn to the company because of what Father is doing. People want to be found.	Develop an onboarding intro to Implement 1-on-1’s, mind maps, stories, and aspirations. Share Tobe’s story and Aspirations as an example with new/all employees. Introduce culture roadmap.

6. **HD Grows in New Ways Because of Sonship** – Its life changing when you see that truly you are a Son of God. New authority and creativity show up. We expect new growth.

Goals – where will I be (Looking back from future)	“Emotional Why” (How it will feel?) “Vision” - what does it look like?	What’s the Next Step?
Helping others establish Kingdom businesses, ministry to our community, HD Content – Media channel- story telling	I see employees being in the community talking about what has happened in their lives and sharing about the Kingdom whether it’s in public or on recorded media. It can include vendors/farmers/employees/ chefs/ winemakers.	Finish my story – get other key leader stories out there. Use the media opportunities to celebrate and draw out other stories.

7. **1-on-1’s with Mind Maps (Purpose)** – Helping employees identify their purpose is intentional. It’s part of discipleship. Eventually this process will be integrated into our training and culture. We are starting with our upper management. It’s exciting! Everyone wants to be found.

Goals – where will I be (Looking back from future)	“Emotional Why” (How it will feel?) “Vision” - what does it look like?	What’s the Next Step?
One on One development will continue to grow.	As more employees connect with Father’s purpose. 1-on-1’s will be an opportunity to help them connect that to mind maps and put their purpose into action.	Continue to talk about purpose and help senior leaders get their Purpose stated and put into a mind map, story, aspiration format.

8. **Employee Development** – from a strong culture orientation to systemized training, written standards, and a culture of excellence. Employee feedback for continual improvement.

Goals – where will I be (Looking back from future)	“Emotional Why” (How it will feel?) “Vision” - what does it look like?	What’s the Next Step?
People will tell stories of their contributions that made a difference. We’ll be making a place for listening.	Push back the chaos and create a scalable growing business... that opens the door for expansion.	Create opportunities to grow, forums to hear suggestions

9. **Grow Produce Locally (Aquaponics)** – We will grow our own produce. We will teach others how to grow produce. This will strengthen our supply chain and region with our own food supply.

Goals – where will I be (Looking back from future)	“Emotional Why” (How it will feel?) “Vision” - what does it look like?	What’s the Next Step?
We will grow our own produce. We will take control of our supply chain.	We will lesson our dependance on the food giants so our business can’t be manipulated by the coming storms. Tribulations are storms.	Talk to Gary – Aquaponics/Talk to Hos

10. Local Meat Production, Packaging – Strengthening local growers by cutting out the middleman. It gives us creative control and strengthen our supply chain.

Goals – where will I be (Looking back from future)	“Emotional Why” (How it will feel?) “Vision” - what does it look like?	What’s the Next Step?
We will become our own butcher house connected to local and regional ranchers not dependent on Goliath processors.	It will be great building relationships with local ranchers. We take the supply chain into our own hands. Our people will have new ideas and recipes for how to use the product.	Talk to potential partners who share the vision (ranchers, butchers, poultry growers, etc.)

11. Storage, Delivery Service – Centralized storage allows our company to buy in bulk and purchase from several sources without a big disruption to our restaurant operations. We see this expanding and serving other companies as well.

Goals – where will I be (Looking back from future)	“Emotional Why” (How it will feel?) “Vision” - what does it look like?	What’s the Next Step?
Our warehouse will serve – local residents and local restaurants in addition to our own restaurants.	It’s a local storehouse – A light on a hill – Prepared by Father to strengthen and provide for our region and community. I see the warehouse as the mustard seed. The business will expand beyond its capacity.	Finish the warehouse.

12. Ministries of Managers – When our managers touch their purpose, they want a place to express it. Their gift and purpose will make a way. Our managers are eager to touch the community with what Father has put in their heart.

Goals – where will I be (Looking back from future)	“Emotional Why” (How it will feel?) “Vision” - what does it look like?	What’s the Next Step?
Managers will be connecting with various groups in the community to share their story and how it connects to Kingdom culture.	It feels like Leadership! They will be full of vision and passion as they speak and work alongside others in the community. Their story will invite others to the Table	Identify these store manager aspirations on their mind maps in the context of their purpose and the HD purpose.

13. Helping Other Kingdom Businesses – Father has ignited us with purpose! We will help Kingdom expand into other Businesses. We want to see our testimony give prophetic permission to businesses and step into their purpose.

Goals – where will I be (Looking back from future)	“Emotional Why” (How it will feel?) “Vision” - what does it look like?	What’s the Next Step?

As our cup overflows – we will not be able to contain our story and all that Jesus has done. We'll want to tell the world all about it!	We will see the Kingdom manifest in fullness in our business. Its branches will be full of the Life of God. Our leaders will become giants in the Kingdom – full of vision – full of creative – strong in Kingdom vision.	Make a list of ways to support other businesses locally. Dream about starting other restaurants with our own sons or “planting” restaurants in other states or nations.
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14. Our City and the Reformation Template – We will ignite our city for Jesus! The Kingdoms of this world have become the Kingdom’s of our Lord and His Christ. We will take our own city!

Goals – where will I be (Looking back from future)	“Emotional Why” (How it will feel?) “Vision” - what does it look like?	What’s the Next Step?
Lewiston is a Capital City in the Kingdom of God!	We are a place prepared in the wilderness – A place of refuge – a place that sends out to the rest of the world. From this refuge we will send out to the world Hope! A message of Father’s purpose in their heart.	Watch for, and knock on, open doors in the city. Chamber, mayors office. Identify staff who carry this vision.

15. State of ID, WA – Father has been establishing relationships with businesses and industry groups in the states we operate in. We seek to deepen those relationships that they would taste and see that He is Good!

Goals – where will I be (Looking back from future)	“Emotional Why” (How it will feel?) “Vision” - what does it look like?	What’s the Next Step?
Will know and partner with other businesses to do exploits in our state	We are part of a Kingdom culture even bigger than HD. We feel the impact, momentum.	Watch for businesses that share our heart for Kingdom culture. Strengthen relationship with FARE (Farmers, Ag, restaurants, and establishments)

16. Kingdom Biz in Nations – Father said if we ask, He would give us the nations. It’s in His plan so it is in ours! Business fuels change in nations! We help and train businesses in the Kingdom from all over the world!

Goals – where will I be (Looking back from future)	“Emotional Why” (How it will feel?) “Vision” - what does it look like?	What’s the Next Step?
We will have planted restaurants, churches, and missions in nations.	If feels good to release dreams and send sons	Share the dream (missions model) and see who in our staff is ignited.