

SWID EQUIP 2023

CREATING AN ANNUAL MINISTRY ACTION PLAN

Creating an Annual Ministry Action Plan (THREE PARTS)

- 1)** Overview/Why
- 2)** Leadership Retreat
- 3)** Sample MAP

- To get us into it, “How many of you remember the first time someone trusted you with the keys to the car?” (Some people feel entitled, but others feel responsible)

Leaders don't feel entitled, they feel responsible.

“Leadership is a stewardship, it's temporary, and you're accountable.” – Andy Stanley

Stewardship: It's not our church, it's Jesus' church.

Temporary: Every Pastor is an interim Pastor.

- Someone was there before you and will be there after you.
 - Our goal is to steward the church in such a way that it sustains far beyond our stewardship.

"Now when David had served God's purpose in his own generation, he fell asleep; he was buried *with his ancestors and his body decayed*. – Acts 13:36

"A leader is best when people barely know he exists, when his work is done, his aim fulfilled, they will say: we did it ourselves." -Lao Tzu (Lao Zoo)

TWO MODELS FOR CREATING AN ANNUAL MINISTRY ACTION PLAN

1) MOSES MODEL – (Exodus 19) PASTOR GOES UP THE HILL, ON RETREAT & BRINGS BACK TABLETS

2) NEW TESTAMENT MODEL aka Post-Pentecost Model

- (Ephesians 4:11-12) - LEADERS SEEK THE LORD AND HAVE AN “IT SEEMS GOOD TO THE HOLY SPIRIT & US” KIND OF MOMENT (this is what we're looking for)
 - Unity is the result of a team-based approach to leadership.
 - Do your cultural archeology before you start doing cultural architecture.
 - The COTN is built on the Post-Pentecost Model.

Every year, the pastor and the church board shall conduct a planning session to renew the expectations and goals of the church and the pastor. The written understanding of goals,

plans, and objectives between the church and the pastor shall be updated. Such written understanding shall be filed with the district superintendent. – Manual Paragraph 122

Thom Rainer has said, “The number one cause of Sr. Pastor transitions is misalignment between the Sr. Pastor and the Church Board/Congregation.” – **LIFEWAY RESEARCH**

“Nothing will impact the health and growth of your church as much as the unity and alignment of your Senior Leadership Team.” – **Larry Osborne**

BEST PRACTICES FOR CREATING AN ANNUAL MINISTRY ACTION PLAN

- Set the date for a Leadership Retreat 6 months in advance of the new church year.
- Hold it off-site if you can.
- Prepare documents well in advance.
- Group people in smaller groups if the group is larger than 10 people.
- Provide time for meals, prayer, relational connection, defining reality, dreaming, and deciding.
- Create a simple Ministry Action Plan that includes:
 - A clear Vision Frame (mission, values, strategy, and measures)
 - A clear list of goals and sub-goals from your Leadership Retreat
 - A simple calendar
 - A simple budget

ASK QUESTIONS

1. What excites you about this?
2. What’s unclear to you about this?

LEADERSHIP RETREAT

Leadership Retreat Agenda Suggested

Meeting Etiquette

- Turn off your phone.
- Use laptop only for notes and research, no e-mail, checking scores, etc.)
- Don't use social media (Facebook, Instagram, X, etc...)
- Value our time together.
- Speak concisely, ask questions, and don't monopolize discussion.

We get so little time together as a team. Let's honor each other and be all here.

Friday, October 19th

Session 1: Dinner, Devotional & Prayer

Session 2: Celebration & Affirmation of Mission, Vision & Values

Saturday, October 20th

Session 3: Breakfast & Prayer

Session 4: Personal Histories and Strengths

Session 5: Breaking Size Barriers Discussion

Session 6: SWOT

Session 7: Action Planning

Session 2: Celebration & Mission Affirmation

Our Mission, Vision & Values

Mission: To make Christlike disciples in the nations.

Vision: To help people take their next steps in finding and following Jesus.

Values: Loving, Authentic, Growing, Generous, Optimistic, and Missional

*Is this still our mission, vision, and values? What values are beginning to be seen that we have not documented? Should we adjust these in any way? **What are the implications of our mission? What are the implications of our vision? What are the implications of our values? Are there any other values rising up in our church?***

Successes of the past year

- Baptisms:** 10 in 2022
- Child Dedications:** 2 in 2022
- New Members:** 11 in 2022
- Worship:** 114 in for 2021/2022 (up 15 from year before)
- Discipleship (Kids, Students, S.S., Small Groups):** 57 average
- Online:** 7-10 screens each week
- Serve Huntingburg**
 - Trunk R' Treat: 1000+ people
 - EggStravaganza: Close to 2000 people
 - VBS: 37 total kids
 - Fed the whole staff breakfast at H-Burg Elementary 1st day
 - Upgraded our sound & tech equipment
 - Began live-streaming the whole service
 - Hired a Children's Pastor

Questions:

How has our congregation changed in the last year?

What excites you about what we are doing as a church?

What's unclear to you about what we are doing as a church?

Session 4: Personal Histories & Strengths

(several options are listed here...use just one per year)

Personal Histories

Go around the room and answer the following questions about yourself:

- Where did you grow up?
- How many siblings do you have, where did you fall in the order? (only, first, middle, youngest, etc...)
- What was the most difficult or important challenge of your childhood?

Share what you learned about each other that you didn't know.

Personal Strengths

What is each person's most important quality that contributes to the strength of our team? What is it you appreciate most about this person?

- (UPDATE WITH ALL STAFF & BOARD FULL NAMES IN ALPHA ORDER)
- Jeff _____
- Caleb _____
- Emma _____
- Jonda _____
- etc...

Share your answers one at a time. Each team member will have a chance to respond with comments, observations, or questions.

Points of accomplishment and personal goals

Each group member will receive 1 post-it sheet to draw a picture representing the following:

- Top of the sheet, draw a picture or pictures representing the 1-3 accomplishments you are proudest of from the past year. (can be personal or professional)
- Bottom of the sheet, draw a picture or picture representing 1-3 goals you have for the next year. (can be personal or professional)

We will have 10 minutes to draw our pictures. (you might practice in the space below so you are ready when we get to this exercise)

Each person will have 1 minute to share their responses.

Session 5: Breaking Church Size Barriers Discussion

General Size Barriers that Churches Face (from Sticky Church by Larry Osborne)

- The 40 Person Barrier (The Track Star Leadership Structure)
- The 75 Person Barrier (The Doubles Tennis Team Leadership Structure)
- The 200 Person Barrier (The Golf Team Leadership Structure)
- The 400 Person Barrier (The Basketball Team Leadership Structure)
- The 800 Person Barrier (The Football Team Leadership Structure)

Tim Keller “Process Managing Church Growth” whitepaper

What are some of the general trends and challenges that growing churches face?

- Increasing Complexity (structure, programming, communications)
- Shifting Lay-Staff Responsibility (staff led to lay led back to staff led)
- Increasing Intentionality (planning timeline gets further out as the church grows)
- Increasing Quality of Production (excellence must increase at each barrier)
- Increasing Openness to Change (“for now” vs “forever”)
- Losing Members because of Change (we all have size preferences, no size is correct)
- Shifting Roll of Ministers (from doers to equippers)
- Structuring Smaller (groups, teams, etc...)
- Emphasis on Vision & Strengths (saying “no” is more important than saying “yes”)

How does the 800+ person church grow?

- More intentional internal and external communication system and processes.
- Being “non-judgmental” of church size (small is not “good”, large is not “bad” & vice versa)
- Form smaller decision-making bodies. Fewer people in on each decision.
- Allow multiple de-centralized power centers.
- Staff who are specialist, competent, get the vision, and need little ongoing training, mentoring, “fixing”.
- Focused role of Senior Pastor on preaching and vision casting.
- Operations/Administration must move to other staff members.
- Trust. The very large church runs on trust.
- Senior Pastor becomes less accessible.
- Staff has more power than board in daily decision making.
- Board sets long-term direction and creates ends, means, and limitations policies.
- Allow executive staff more decision-making power than entire staff.
- Allow directors more power to hire and release.
- Trust of Sr. Pastor and staff from congregation and board.

Session 6: SWOT ANALYSIS

Unique Strengths

- What are the top 2-3 things that have led to our successes?
- What are the top 2-3 things that we are offering that other churches are not offering that is leading to the growth we have been experiencing?
- What are we known for within the community?

What's Happening Around Us/Weaknesses

- What trends are you noticing in people's lives or in our city that we need to be paying attention to?
- What are the weaknesses in our current: structures, staffing, volunteer teams, ministries, facilities, programing, etc...?

Opportunities

- Based on our unique strengths, weaknesses and what's happening around us, what 3-5 pieces of advice would you have for us?

Threats

- What are the top 3-5 barriers we are facing that could limit our growth and health as a church?
- What are 1-3 things we are doing that do not align with our mission, vision and values that we need to consider eliminating?

Session 7: Action Planning

The goal of this final session is to identify 2-3 high level goals for the next year.

Based on our current church size reality, research on breaking church size barriers, and our discussion; what 2-3 things should we do in the next year in order to take our next steps in accomplishing our mission.

Prayerfully answer the following questions on your own...

(Your answer to these questions should not be something that is always important. We are looking for the most important things to do that we need to do over the next 12 months)

Question 1: If we don't accomplish _____ in the next year we will have failed at following God's leadership to leverage our strengths against the needs of our community.

Question 2: If we do not _____ our church will not break the 150 barrier and be able to develop and missionalize 200+ people consistently.

Personal Review and Evaluation of the Suggestions

Evaluate with the following questions:

"Is this something that is always important?"

"When are we not focused on this?"

"How is that different from every year?"

Identify the 2-3 Goals Which Rise to the Top as Most Important

- Have everyone share their answers to the questions and whiteboard them. (You'll notice several that rise to the top)
- Agree together on the top 2-3 that rise to the top.
- These top 2-3 goals become the basis for the development of the Annual Ministry Action Plan by the church staff.
- The completed Ministry Action Plan is presented to the Church Board for approval prior to the start of the next church year.

Ministry Action Plan
Faith Community Church
2022-2023

OUR MISSION

To help people take their next step towards Christ. . .together.

OUR CORE VALUES

- **Gathering**
 - We GATHER to celebrate the goodness of God and share life together.
- **Growing**
 - We GROW by valuing the Word of God, prayer, and the transforming power of the Holy Spirit.
- **Going**
 - We GO as sent people to make Christ-like disciples and build the Kingdom of God.

OUR STRATEGY

- **GATHERING**
 - Sunday mornings
 - Encounters
 - Fellowship events
- **GROWING**
 - Small groups
 - Students
 - Kids
 - Membership class
- **GOING**
 - Outreach events
 - Organic outreach
 - Sermon series invites
 - Serve days
 - Prayer walks

OUR GOALS FOR 2022-2023

2023 FCC Goals

1. Develop 1-2 Compassionate Ministry Opportunities

- Setup meeting with Shepherd Community in Indianapolis (Feb. 11th)
- Analyze FCC's strengths and limitations to starting a CM
- Setup meeting with mayor and/or community leaders to identify needs in Huntingburg
- Identify the need we want to consistently address
- Develop a leadership team w/ director

2. Create 1-2 Opportunities for Intentional Internal Connection

- Preach a series early in the year on what CHURCH is
- Look at possible other ministry (women, men, etc.)
- Continue small group ministry
- Host a volunteer appreciation night yearly
- At least 3 pitch-ins after a church service each year
- Continue planning fellowship opportunities (Super Bowl party, Cookies & CAROLS)
- Plan service opportunities (Trunk r' Treat, EggStravaganza, H'Burg Elem, Shared Abundance, etc.)

3. Set a multi-year plan for facility upgrades to meet upcoming ministry needs

- 2023 - Renovate older building into a youth and kids center
- 2023/2024 - Cover walkway between 2 buildings
- Rethink the Jackson lot and possibly move playground to lawn between buildings