­ Ministry Action Plan (MAP)

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| You may be wondering what is a Ministry Action Plan (MAP), & why you should spend your valuable time developing one? Like a travel map, a MAP informs you and your church where you are, the preferred destination, and how to get there. Below are the reasons why we believe you will find value in taking the time to prayerfully and thoughtfully develop your MAP:    ·       It supports the overall GCI vision of Healthy Church by planning ahead for healthy rhythms in the Faith,  Hope and Love avenues.  ·       It reinforces the dynamic flow of Team Based and Pastor Led. A church map cannot be implemented by  one person, the pastor. It's a team effort and will require the good work of many while still being led by  the pastor, under the guidance of the Holy Spirit.  ·       It visualizes and documents what's happening in your church for the upcoming year and how members  can get involved.  ·       It gives the pastor and church a way to measure progress and to celebrate the fruit being produced by  the Holy Spirit.  ·       It's a plan which supports the local church vision and it aligns with High Support, High Challenge in Grace  Always.  ·       It provides filters for where to invest time, money, and resources. Healthy ministries prioritize and invest  in opportunities that align with the direction God is leading them.  ·       It helps you get things done! |

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| Thank you for taking the first steps in developing your MAP. This is not a one-time administrative requirement, but a tool to continually discern where the Spirit is calling your congregation. We are grateful for your answer to shepherding your local GCI Congregation! We pray that you will be inspired through the process of developing your MAP. Through this process may you join with Jesus in the building of his church.  And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ  Ephesians 4:11-12 |

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Sample Church Template

Micro-Steps

Example:

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| Love Avenue Action Items | Micro-Steps (Example) | Point Person | Target Completion Date |
| Launch missional door-to-door campaign | 1. Discern and identify the target community 2. Team of people to prayer walk the community 3. Determine the purpose of the door-to-door mission 4. Decide what we will offer to neighbors we meet (prayer, treats, small gift, invitation to church, etc.) 5. Choose the date for the first mission 6. Secure commitments from church members who will participate 7. Go have fun! 8. Debrief (what did the Spirit show us and what did we learn?) | John Jenkins | April 16, 2019 |
| Plan one church outreach event each quarter | 1. Discern and determine how our church can best serve the community based on their needs and our gifts/talents 2. Speak to key community officials and neighbors who know the needs of the neighborhood 3. Once the outreach events have been determined, decide what resources will be needed to accomplish the project 4. Communicate the dates and volunteer needs to the congregation 5. Decide on a “come-back” event for neighborhood participants 6. Advertise the events through the most effective contextualized means 7. Secure commitments from church members 8. Go have fun! 9. Debrief | Rose Bud | March 1, 2019 |
| Plan and execute a Community Church Camp strategy for 2020 | 1. Locate the avenue of choice in your target community suitable for the day camp environment 2. Choose the dates for the day camp and secure the avenue for those dates 3. Identify and equip the volunteers for the camp. Who will function as activity volunteers and who will be the “counselors” for the kids? 4. Create and send a mailer with the “save the date” for the camp to your target community 5. Canvas the target community with marketing flyers 6. Go have fun! 7. Debrief 8. Have a celebration the Sunday following the camp and invite parents and kids | Josie Wails | November 1, 2019 |

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| Love Avenue Action Items | Micro-Steps | Point Person | Target Completion Date |
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| Faith Avenue Action Items | Micro-Steps | Point Person | Target Completion Date |
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| Hope Avenue Action Items | Micro-Steps | Point Person | Target Completion Date |
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**Ministry Action Plan Critical Elements**

1. WHO: prayerfully discern with your key leaders what the Lord of the work is doing and where He is going in your community of faith. Before the MAP is produced and unveiled to your congregation, do the relational work with your key leaders to build consensus. It is critical to know who the leader in each avenue will be and who will be the champion of each actionable item on the MAP.
2. WHAT: actions and/or changes will be made? What micro-steps will need to be taken to achieve the larger goal in each avenue? To make the MAP truly actionable, you need clarity on the avenue goals and micro-steps to get there.
3. WHEN: will the avenue goals be accomplished? What is the timeline for the micro-steps to be completed? When there is consensus with your church leaders about the MAP, then you as the pastor can come alongside with High Support/High Challenge to see timelines are met.

**Important Considerations in Ministry Action Plan Development**

1. What resources will need to be allocated to complete the actionable items? Will financial resources need to be allocated? Will resources in the community need to be identified and engaged?
2. Who needs to be communicated with to complete the actionable items? Open and reliable communication between team members is an important element.
3. Is the MAP still current? Revisiting the MAP on a regular basis with your leaders is a good strategy to stay current on developments, changes and revisions.

**Reflection Questions for the Pastor**

1. What would make the MAP team-based and pastor-led?
2. What steps can I take to equip, empower and encourage the key people listed on the MAP?
3. What does High Support look like as our church works the plan?
4. What does High Challenge look like as our church works the plan?
5. What do I do if our agreed upon goals aren’t being met?
6. How do you know if the MAP isn’t pastor-centric?
7. How do we celebrate key initiatives being achieved?