

# Team Ministry Action Plan (TMAP)

A **Ministry Action Plan** is a 'living document' that identifies specific ministry goal(s) and charts an intentional pathway to move from the current ministry conditions towards the stated goal(s).

A **TMAP** is a MAP that is developed by and for the entire team. The TMAP will identify the ministry goal(s) and chart the agreed upon pathway towards these goals for the entire team.

Like a travel map, a TMAP outlines where you are, the target destination, and how to get there.

It is a tool for strategic planning, not just a to-do list or a calendar. Use it as an opportunity to discern together and make intentional decisions about how the congregational will join Jesus' ministry in this season. What healthy church goals will the leadership team commit to for the coming year? How will each avenue contribute to these healthy church goals? How will day to day rhythms of ministry be aligned with the long-term mission/vision of the congregation and Church and the short-term Healthy Church goals.



TIP: Consider **SMART** goals

**S**pecific

**M**easurable

**A**chievable

**R**elevant

**T**imebound

# TEAM

Congregation Mission/Vision: to be disciples who make disciples, living and sharing the gospel throughout our neighborhood.

What is the high priority Healthy Church goal(s) for the congregation overall that the team will lead together towards (all avenues will be unified in movement towards this goal)?

GOALS	Action Items	Point Person	Target Completion Date
Increase team collaboration	<ol style="list-style-type: none"> <li>Increase administrative organization: use shared calendar &amp; folder; use agendas for monthly team meetings, pastor &amp; champions send team monthly reports to keep team updated on progress &amp; challenges</li> <li>Invest in relational team building: quarterly team outings</li> <li>Participate in 5 voices training</li> </ol>	<p>Pastor</p> <p>Everyone Pastor</p>	<p>January 2024</p> <p>Begin January 2024 June 2024</p>
Encourage ministry involvement with an emphasis on gifting and calling	<ol style="list-style-type: none"> <li>Practice the 4 Es</li> <li>1 ministry training per avenue</li> <li>Grow avenue team by 10%</li> </ol>	<p>Everyone</p> <p>Champions Champions</p>	<p>Ongoing</p> <p>August 2024 October 2024</p>

## PASTOR AVENUE

Consider the following goals:

1. High priority Healthy Church goals for pastor: *(How will these goals support congregational HC goals?)*
2. Team goal(s): *(Key goals for team: what does the team need to achieve together to move towards the congregational goals?)*
3. 4Es – Avenue Champion development goal(s): *(How will pastor employ 4Es with team?)*
4. Personal development goal(s):

GOALS	Action Steps	Point Person	Target Completion Date
Lead team towards increased collaboration	1. Choose program & create shared calendar/folder	Pastor	December 2023
	2. Create team meeting agenda template		December 2023
	3. Create monthly report template		December 2023
	4. Assign each team member a quarterly outing to plan		December 2023
	5. Schedule 5 voices training with trainer		January 2024
	6. Six-month check-in on progress with collaboration		June 2024
Invest in leadership development of three avenue champions – emphasis on competency with 4 Es	1. Dedicate half of a team meeting to discussing Engage	Pastor	January 2024
	2. Dedicate half of a team meeting to discussing Equip		March 2024
	3. Review ministry training hosted by each champion – what did they learn?		October 2024
	4. Dedicate meeting to Empower		November

# FAITH AVENUE

Consider the following goals:

1. Priority Healthy Church goal for Faith Avenue: *(How will these goals support congregational HC goals?)*
2. Avenue team goals: *(What areas of growth will help the team achieve the above goals?)*
3. Maintenance Avenue rhythms/activities/events: *(What goals do you have for already established avenue rhythms/activities/events?)*
4. New/refined Avenue rhythm(s)/activities/events: *(What goals do you have for avenue rhythms/activities/events that will happen for the first time or have significantly changed?)*

FAITH AVENUE GOALS	Action Steps	Point Person	Target Completion Date
Make 5 invitations to join the Faith Avenue team – with emphasis on recruiting Connect Group Facilitators (CGF)	1. Engage 5-10 members with relevant giftings	FA Champion	Jan-June 2024
	2. Create CGF ministry descriptions with help of current CGFs	FAC & CGFs	January 2024
	3. Identify current CGFs who can mentor new CGFs	FAC	January 2024
	4. Add CGF ministry description to team shared folder – get feedback from team	FAC	March 2024
Hold Connect Group Facilitator training	1. Schedule & add to calendar	FAC	March 2024
	2. Identify objectives of training	FAC	March 2024
	3. Assign & mentor current CGFs to facilitate aspects of the training	FAC	April 2024
	4. Make invitations based on engagements with 5-10 members mentioned above	FAC	June 2024
	5. Host training & measure effectiveness	ALL	August 2024

# HOPE AVENUE

Consider the following goals:

1. Priority Healthy Church goal for Hope Avenue: *(How will these goals support congregational HC goals?)*
2. Avenue team goals: *(What areas of growth will help the team achieve the above goals?)*
3. Maintenance Avenue rhythms/activities/events: *(What goals do you have for already established avenue rhythms/activities/events?)*
4. New/renewed Avenue rhythm(s)/activities/events: *(What goals do you have for avenue rhythms/activities/events that will happen for the first time or have significantly changed?)*

HOPE AVENUE GOALS	Action Steps	Point Person	Target Completion Date
Make at least 5 invitations to join the Hope Avenue team – emphasis on hospitality & integration ministry.	1. Engage 5-10 members who demonstrate relevant giftings	HA Champion & ministry leader	January – April 2024
	2. Create ministry description for hospitality & integration ministry volunteer	HAC	January 2024
	3. Add ministry descriptions to team folder	HAC	February 2024
	4. Connect worship leader to young musician seeking to be mentored to join the team next year	HAC	February 2024
Hold Hope Avenue volunteer training	1. Schedule & add to team calendar	HAC	January 2024
	2. Identify key objectives for training	HAC & hospitality/integration ministry leader	January 2024
	3. Identify current volunteers that can help train new volunteers	^^	February 2024
	4. Recruit new volunteers	^^	April 2024
	5. Host training & get feedback	^^	June 2024

# LOVE AVENUE

Consider these goals:

1. Priority Healthy Church goal for Faith Avenue: *(How will these goals support congregational HC goals?)*
2. Avenue team goals: *(What areas of growth will help the team achieve the above goals?)*
3. Maintenance Avenue rhythms;/activities/events: *(What goals do you have for already established avenue rhythms/activities/events?)*
4. New/refined Avenue rhythm(s)/activities/events: *(What goals do you have for avenue rhythms/activities/events that will happen for the first time or have significantly changed?)*
5. Focus neighborhood goal(s): *(What goals will help you get to know your neighbors and neighborhood?)*

LOVE AVENUE GOALS	Action Steps	Point Person	Target Date
Begin to map neighborhood	1. Invite 5 church members with missional gifting to form a neighborhood mapping team	LA Champion	January 2024
	2. Organize 6 neighborhood prayer walks	Mapping team	January – June 2024
	3. Meet with 10-15 community leaders/organizations to get to know the neighborhood	Mapping team	January – June 2024
	4. Identify 3 neighborhood events for church members to participate in together	Mapping team	January – August 2024
	5. Explore potential strategic partnerships for next year	LAC	September 2024
	6. Document what we are learning about the neighborhood in the team folder – discuss ways it may inform missional posture of other avenues	LAC	Ongoing

Love Avenue Experiential “Training” – Being Present in the Neighborhood	1. Invite 3-5 members to facilitate consistent rhythms of presence in neighborhood (ie. Attending trivia nights, volunteering at youth program, join young professional soccer league, parents group, crafts club, etc.)	LAC	June 2024
	2. Facilitators gather 3-6 people committed to gathering weekly for 4 months	Facilitators	August 2024
	3. Groups gather.	All	September – December
	4. Monthly gathering of all groups to reflect on experiences being present in the neighborhood	LA Champion	September – December 2024
	5. Invite participants to join Love Avenue team for next year	LA Champion	December 2024

# Extra Goal and Action Plan Sheets

Print as many of these as necessary for the team, the pastor, and the three Avenues.

GOAL	Action Steps	Point Person	Target Date
	<ol style="list-style-type: none"><li>1.</li><li>2.</li><li>3.</li><li>4.</li><li>5.</li></ol>		
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