



GCI *Buzz*

Healthy Church: Ministry Action Plans (MAPs)



Ministry Action Plan (MAP):

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)**. MAPs are tools for strategic planning, discernment, and alignment within a ministry or church community. They serve as a guide to help participants work together to achieve their ministry goals in unity and harmony, with the flexibility to adapt and refine the plan as needed.

Intro/How to:

03

As we define what a MAP is, it can be helpful to also define what it isn't.

A MAP...

IS a tool for strategic planning.

IS NOT a to-do list or calendar of events.

IS intentionally growth oriented.

IS NOT a passive description of ministry "as is."

IS a tool for alignment.

IS NOT a job description for ministry leaders.

IS a tool for discernment and reflection.

IS NOT an annual report to supervisor.

There are two MAP formats that are helpful to consider for a local congregation. A TEAM MAP and INDIVIDUAL MAP.

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

An IMAP will flow from a TMAP. It will address the specific goals, action items, deadlines, and responsibilities that each individual has committed to in order to achieve the goals agreed upon in the TMAP.

Why both?

05

Individual MAPs without a team MAP risks each team member going off in different directions – resulting in not being aligned, integrated, and unified in our Healthy Church expression.

A team MAP without individual MAPs risks lack of clarity and specificity about what each team member is responsible for.

Templates:

[TMAP WORD template](#)

[TMAP PDF template](#)

[IMAP WORD template](#)

[IMAP PDF template](#)

Examples:

06

TEAM

Goals	Action Items	Point Person	Target Completion
Encourage ministry involvement with an emphasis on gifting and calling	1. Practice the 4 Es	Everyone	Ongoing
	2. 1 ministry training per avenue	Champions	August 2024
	3. Grow avenue team by 70%	Champions	October 2024

PASTOR

Goals	Action Items	Point Person	Target Completion
Invest in leadership development of threeavenue champions - emphasis on competency with 4 Es.	<ol style="list-style-type: none"> 1. Dedicate half of a team meeting to discussing Engage 2. Dedicate half of a team meeting to discussing Equip 3. Review ministry training hosted by each champion - what did they learn? 4. Dedicate meeting to Empower. 	Pastor	January 2024 March 2024 October 2024 November

FAITH AVENUE

Goals	Action Items	Point Person	Target Completion
Hold Connect Group Facilitator training	1. Schedule & add to calendar.	Avenue Champion	March 2024
	2. Identify objectives of training.	Avenue Champion	March 2024
	3. Assign & mentor current CGFs to facilitate aspects of the training.	Avenue Champion	April 2024
	4. Make invitations based on engagements with 5-10 members mentioned above.	Avenue Champion	August 2024
	5. Host training & measure effectiveness.	All	June 2024

[For more examples click here.](#)

Conclusion

A written MAP supports alignment and integration of ministry Avenues for unified and synergetic Healthy Church growth. It creates clarity which builds trust. It is a sign of commitment to steward our leadership well.

If it is bound to change, why use a MAP at all? Clarity is key. When we re-route in response to discernment in community, we don't want to go alone. Updating a MAP when circumstances change helps us continue to move forward towards Healthy Church in unity. Just like a geographical map, we use a MAP so that we all can make it safely to the target destination together.