



At the end of each quarter, a healthy team creates intentional time to review and reflect upon the ministry activity of the congregation. This practice invites us to pause, step out of "autopilot," and discern our participation in Jesus' ministry with intention.

TMAPs are a practical reference for quarterly team reflections. The purpose of the TMAP is to set the goals, priorities, and pathways forward for ministry participation in the coming year. This makes it a tangible reference point from which to review the ministry activities of each quarter.

- » How much progress did we make towards our goals in the first quarter?
- » What impact have we seen?
- » What barriers have we faced?
- » What adjustments could be made to our practices/strategies?
- » Are these actions leading us to our preferred destination, or do we need to make a course correction?
- » Where did we stray from our intentions and goals?



When you go on a hike, it is typical to check your trail map several times along the way to make sure you are still on the right track. Wouldn't it be frustrating to find out that you walked two hours in the wrong direction because you didn't take a moment to pause and reference your map? Quarterly TMAP reviews provide us the same opportunity to assess whether we are on the intended path forward.

STRUCTURING AN END-OF-QUARTER TMAP REVIEW

Remember

Remember that the primary purpose of creating space to pause and reflect on the ministry activity of the quarter is to discern what God is doing in our midst and how we are being invited to participate in HIS ministry.

STRUCTURING AN END-OF-QUARTER TMAP REVIEW

While quarterly TMAP reviews may help us grow into more strategic ministry participants, it is important to remember that strategy finds its proper meaning when we are strategically participating in what JESUS is up to rather than what we think is best out of our own understanding and ambitions. Quarterly TMAP reviews must be grounded in a context of prayer and discernment. We look beyond a mechanical measurement of progress to a discernment of alignment and participation in Jesus' present ministry.

To help set that tone, [refer to a previous Church Hack on discernment and the Examen](#). Consider structuring the flow of your end-of-quarter TMAP review following the team Examen practice. **An example is provided below.**

END-OF-QUARTER TMAP REVIEW & TEAM EXAMEN

Establish a Regular TMAP Review: Set aside a time for reflective TMAP review at the end of each quarter.

Begin with Gratitude: Initiate the session by expressing gratitude for the ministry that took place this quarter. Where have you seen God working? Lift up praises of thanks for what God has done in your midst.

Review Key Healthy Church Growth: Reflect on the ministry activity and life of the church throughout the quarter. What progress was made towards identified goals? What unexpected growth occurred?

Identify Moments of Consolation and Desolation: Adapt the concept of consolation and desolation to the team context. Identify moments of success, synergy, and alignment (consolation) as well as challenges, conflicts, or deviations from the team's objectives (desolation).



END-OF-QUARTER TMAP REVIEW & TEAM EXAMEN

Here are some sample questions:

Consolation: Reflect on a decision or action that reflected the values of the kingdom and contributed to growth of healthy church rhythms.

Desolation: When did a decision or action fall short of embodying the values of the kingdom, potentially hindering the growth of healthy church rhythms?

Consolation: Consider a moment when the team took a step of faith to pursue healthy church growth and TMAP goals.

Desolation: Identify an instance where the team chose comfort over healthy church growth.

Consolation: Consider moments when teams followed through on strategic healthy church action steps.

Desolation: Consider times when teams defaulted to “business as usual” actions and habits.

Consolation: Reflect on a successful strategy or approach that contributed to the fulfillment of your congregational goals.

Desolation: When did a strategy or approach fall short, leading to a setback?



Learn from Challenges & Look Forward with Strategic Vision: Instead of viewing challenges as setbacks, use them as opportunities for learning and growth. Discuss how the team can overcome obstacles and what adjustments may need to be made to the TMAP for the upcoming quarter.

Document Insights: Keep a record of the team's TMAP and amendments. This documentation can serve as a valuable resource for ongoing decision-making processes, providing a historical perspective and aiding in continuous improvement. The template below provides an example tool that can be used to document an end-of-quarter TMAP review.

PRAY: Pray together as a team for continued discernment and guidance as you steward the opportunity to equip the saints for ministry.

END-OF-QUARTER TMAP REVIEW & TEAM EXAMEN

TMAP GOAL	Key Action Item	Status	In what ways did this Action Item facilitate growth towards our Healthy Church goal?	In what ways did this action item fall short?	What course corrections will be made to the TMAP for the upcoming quarter?
<p>Example: Grow Faith, Hope, and Love Avenue teams by 10% each this year.</p>	<p>Example: Avenue champions will each engage 5 church members by mid-year.</p>	<p>Example: In progress: each Avenue champions has engaged 2 church members by end of 1st quarter.</p>	<p>Example: The members who were engaged felt encouraged to consider where their passions and giftings fit in the local ministry.</p>	<p>Example: Invitations to participate in ministry were so far declined because volunteer commitment was not clear.</p>	<p>Example: All Avenue champions will write ministry descriptions for the volunteers on their teams next quarter – BEFORE engaging potential team members.</p>

THE ESSENTIALS:

Establishing and maintaining a rhythm of quarterly TMAP reviews is a practice of intentionality. It provides an opportunity to discern the alignment of our ministry activity with the present ministry of Jesus and assess invitations to renewed participation. Quarterly TMAP reviews challenge us to seek more when we are tempted by the stagnating comfort of “business as usual” or things done our own way. They reorient us when we get distracted by those things which do not matter most. The practice of team quarterly TMAP reviews is one practical tool that helps keep us focused on living out the purpose of the local church.

