



4 ES & MINISTRY DEVELOPMENT PLANS

The 4 Es and your Team

As we lead our team, we have the privilege to engage, equip, empower, and encourage our team members. Practicing the 4 Es challenges us to invest in the development of the person as disciple, ministry participant and healthy leader – not just strategize what they can do in a ministry role. In time, healthy leaders lead to Healthy Church.

Ministry Development Plans are a tool that can supplement a Team Ministry Action Plan as we seek to [engage, equip, empower, and encourage](#) our team members.

WHAT IS A MINISTRY DEVELOPMENT PLAN?

A **Ministry Development Plan**, like a Ministry Action Plan, is an intentional plan to achieve identified goals. The key difference is that a Ministry Development Plan creates an intentional plan for the development of the leader that both supports and outlasts the current ministry activities of the leader.

Ministry Development Plans are personalized, taking into consideration the leader's particular giftings, strengths, areas of growth, or goals. A Ministry Development Plan addresses questions such as:



What kind of leader do I want to be?



What skills or areas of character do I need to develop to accomplish the actions in my Ministry Action Plan?



What will I do to bring my best to this ministry role?

An Example:

Below is an example ministry development plan for a Love Avenue Champion named Samson. Samson is an excellent connector and place-sharer. He brings vision and passion to his Love Avenue leadership. Samson has always struggled with organization. In the past year, he has received feedback from his Love Avenue team that some meetings feel unproductive; they are concerned their time could be better spent.

To supplement the Team Ministry Action Plan, the pastor has worked with Samson to put together this:



Ministry Development Plan for the next six months.

Name: Samson

Ministry Role: Love Avenue Champion

Area of strength: Building relationships

Area of growth: Organization

Other notes on areas of personal and leadership development:

The team has established rhythms in the neighborhood; Samson wants to develop stronger personal rhythms of presence in the neighborhood.

1 or 2 Personal Ministry Development Goals:

1. Develop relationships in the neighborhood (builds on area of strength)
2. Bring more structure to Love Avenue team meetings (builds on area of growth)

What specific steps will be taken to make progress towards the above goal(s)?

Goal 1: Develop relationships in the neighborhood

1. Visit the same coffee shop every Monday and Friday — learn baristas names and establish rapport of a “regular.”
2. Become a volunteer coach for my daughter’s little league soccer team.
3. Take a 20-minute walk around neighborhood 3x a week and say hello to neighbors I pass.

Goal 2: Bring more structure to Love Avenue team meetings

1. Set agenda for monthly team meetings.
2. Send agenda and any meeting materials to team three days in advance.
3. Ask Fredrick to take meeting notes and send to team after each meeting.

How will you assess progress towards these goals in 6 months?

Goal 1: Successfully develop the rhythms outlined above — completing these rhythms at least 80% of the time

Goal 2: Give the Love Avenue team a survey in 6 months that generates feedback on how the team is feeling about the focus and productivity of team meetings.

A Template

Consider the following template as a starting point for you and your team.

Ministry Development Plan

Name: _____

Ministry Role: _____

Area of strength/gifting: _____

Area of growth: _____

Other notes on areas of personal
and leadership development:

1 or 2 Ministry Development Goals:

1. _____

2. _____

What steps will be taken to make progress towards the above goal(s)?

Goal 1:

1. _____

2. _____

3. _____

Goal 2:

1. _____

2. _____

3. _____

How will you assess progress towards these goals at the end of the prescribed time?

THE ESSENTIALS:

The 4 Es compel us to invest in the development of healthy leaders. Ministry Development Plans are tools that we can use to personalize the process of engage, equip, empower, and encourage with our team. The development of healthy leaders cultivates practices of Healthy Church which produces healthy leaders.