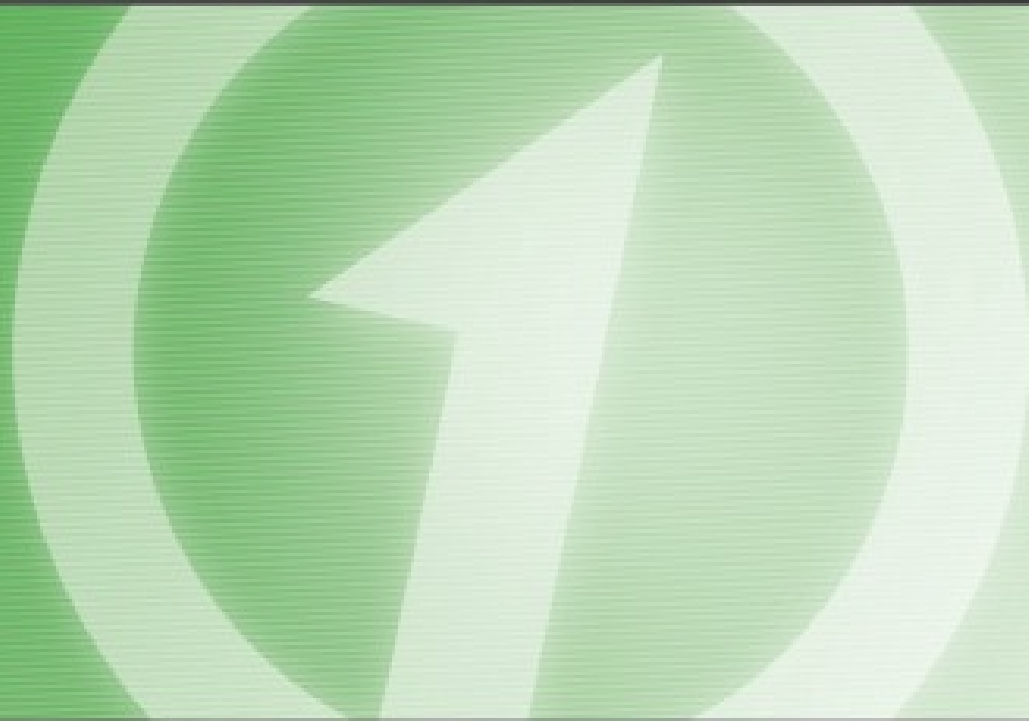




one

WELCOME TO ONE!

April 25, 2015



A UNIFYING APPROACH TO STRATEGIC MINISTRY PLANNING



one

Matthew 13:52

What is it that God wants us to preserve?

What is it that God wants us to create?

What is it that God wants us to discard?

A UNIFYING APPROACH TO STRATEGIC MINISTRY PLANNING



TABLE TALK

*“If you fail to plan,
you plan to fail”*

*“If you don’t care where you’re
going, it doesn’t matter how you
get there”*





GOD AS A PLANNER

Find a Scripture or two where
God reveals himself as a planner



ONE SOURCE

A Theology of Strategic Ministry Planning

- Plan of Creation
- Plan of Redemption
- Plan of Reconciliation
- Role of the Church





SEEKING CLARITY

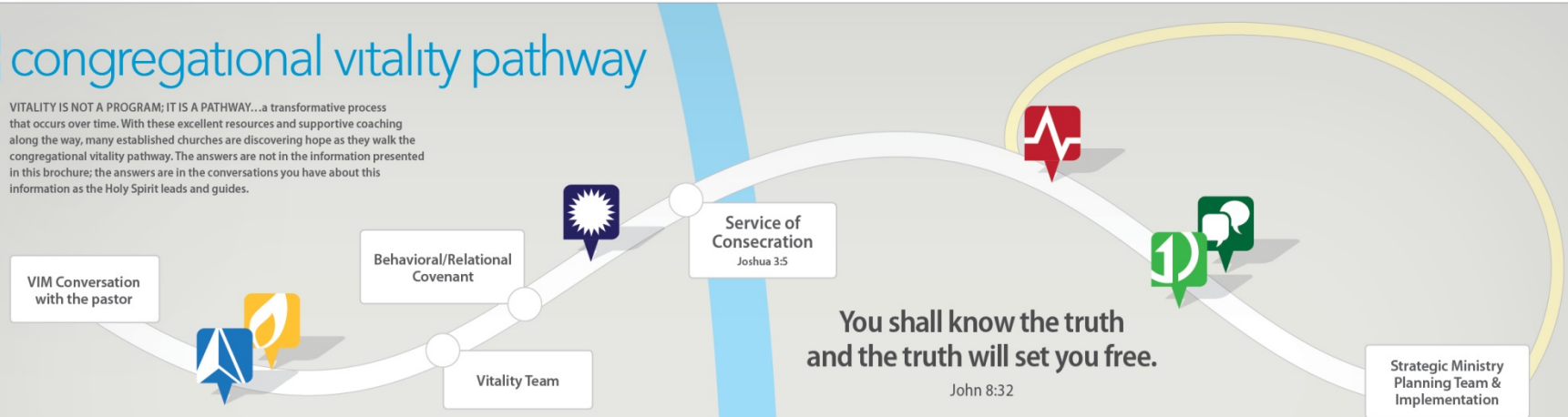
“The key role of leaders in the church is to discern and do the will of God”

RUTH HALEY BARTON



cv congregational vitality pathway

VITALITY IS NOT A PROGRAM; IT IS A PATHWAY...a transformative process that occurs over time. With these excellent resources and supportive coaching along the way, many established churches are discovering hope as they walk the congregational vitality pathway. The answers are not in the information presented in this brochure; the answers are in the conversations you have about this information as the Holy Spirit leads and guides.



**You shall know the truth
and the truth will set you free.**

John 8:32

navigate

A Journey of Vitality
A dynamic partnership with other churches, the conference and denomination to catalyze your journey on the congregational vitality pathway. A cord of three strands is not easily broken.

veritas

Telling the Truth about Congregational Vitality
A workshop that introduces the language of vitality, including the four types of churches and the ten healthy missional markers. The truth will set you free.

epic

Empowering People, Inspiring Change
A workshop that offers tools for change management, including helpful constructs for your leadership and church. All living things change.

pulse

A Congregational Vitality Assessment Tool
A congregational assessment that measures your church's current reality and trajectory using the metrics from Veritas. There is no vitality without reality.

one

A Unifying Approach to Strategic Ministry Planning
A workshop that guides the congregation in the discovery, development and deployment of a strategic ministry plan. Jesus himself had a strategic ministry plan.

co-op

Coaching of Pastors
Organizational leadership coaching for the pastor. Every Moses needs a Jethro.





ONE TASK

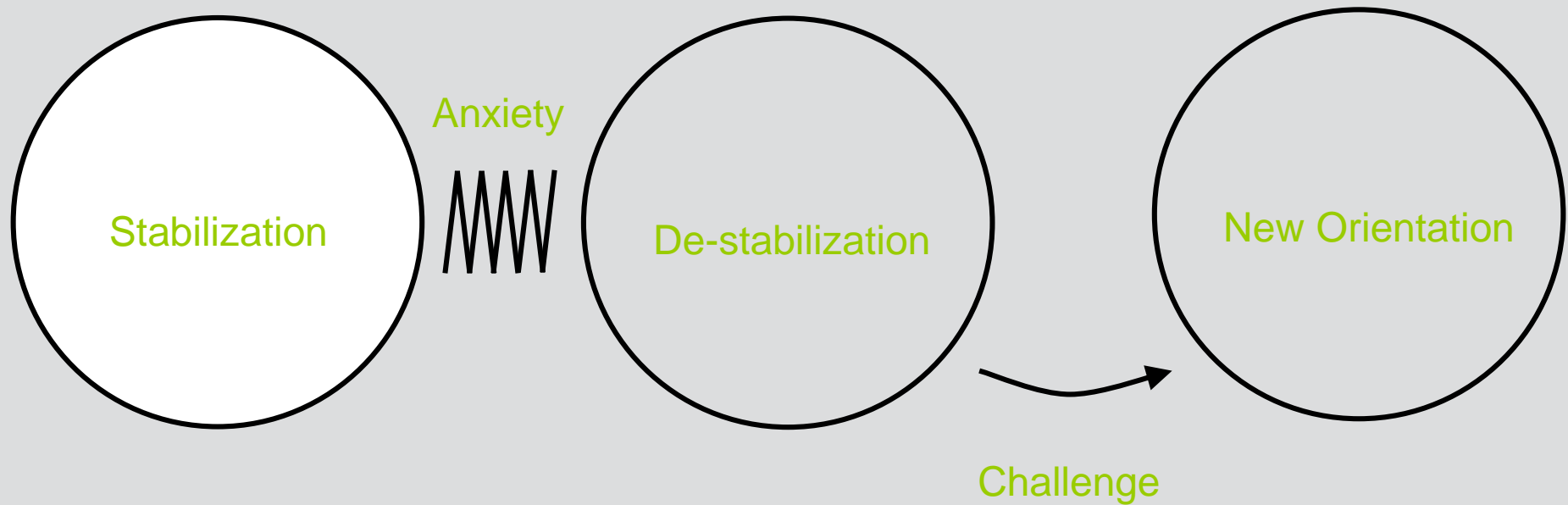
The Discernment Process

KEY QUESTIONS

- Biblical, Doable, Needed, Relevant?
- Does God want us to... if we don't will we regret it... Will it help us further our mission?
- What do we know to be God's will for His church?



Adaptive Leadership



Adaptive Leadership

Keeping an organization in a productive zone of disequilibrium is a delicate task; in the practice of leadership, you must *keep your hand on the thermostat*. If the heat is consistently too low, people won't feel the need to ask uncomfortable questions or make difficult decisions. If it's consistently too high, the organization risks a meltdown: People are likely to panic and hunker down.

Ronald Heifetz

The Practice of Adaptive Leadership
(as quoted in the *Harvard Business Review*)





Challenge Questions to break out of the Doom Loop

Is the need for change valid?

Do we trust those urging it?

Does it contribute to our vision/mission?

If we do this, will we better serve Christ and others?

If we don't do this, will we regret it?

Would Jesus do it?

Does the Evil One oppose it?

Will we survive this change?

Will we thrive if we don't change?



TAKE A BREAK!!

See you in
10 MINUTES





ONE GOAL

*Reaching for the target of being a
Healthy Missional Church*

PURSUING CHRIST

PURSUING CHRIST'S
PURPOSES/PRIORITIES in the
WORLD





REVIEW OF THE TEN HEALTHY MISSIONAL MARKERS

Centrality of the Word of God (*2 Timothy 3:16*)

Life-transforming walk with Jesus (*John 3:3, 30; Phil. 1:6*)

Intentional evangelism (*Matthew 28:18-20*)

Transforming communities through active compassion, mercy
and justice ministries (*Micah 6:8*)

Global perspective and engagement (*Acts 1:8*)

Compelling Christian community (*Acts 2:42-47*)

Heartfelt worship (*Psalms 138:1a; John 4:23*)

Sacrificial and generous living and giving (*Romans 12:1-8*)

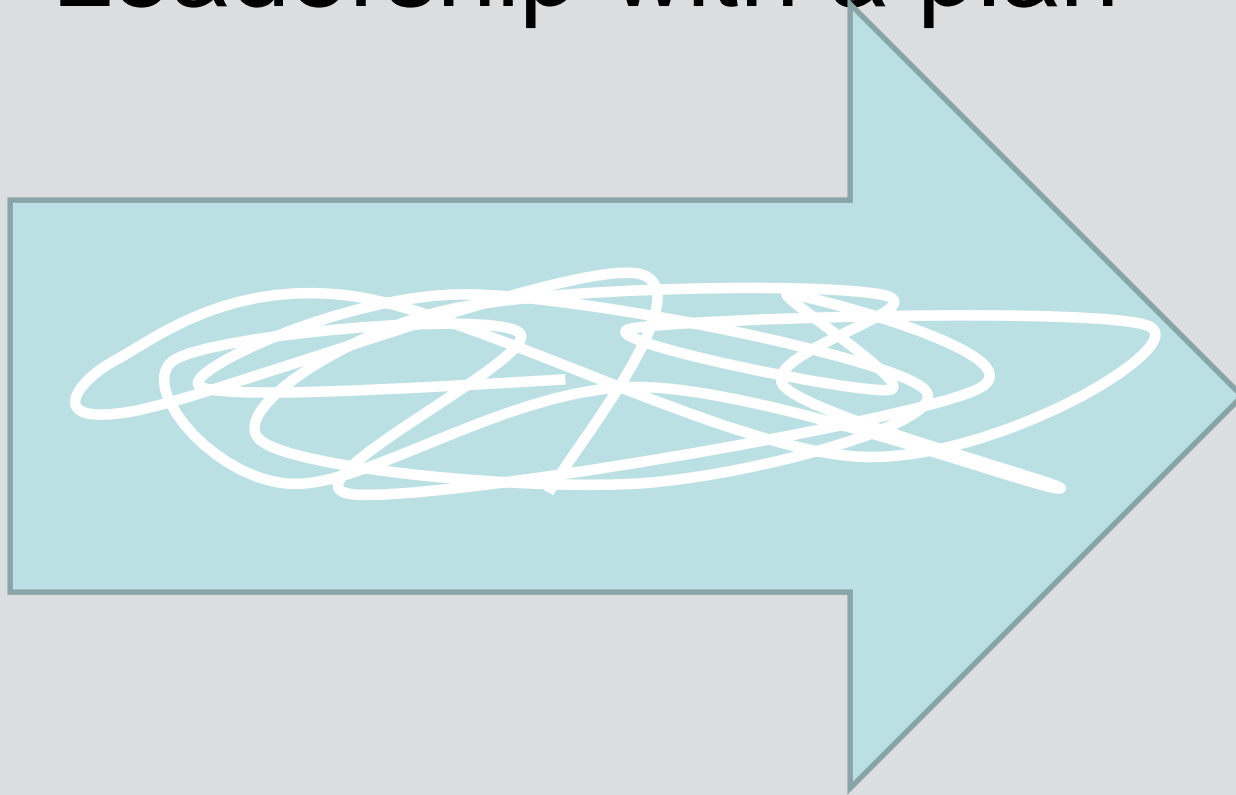
Culture of godly leadership (*Hebrews 13:7*)

Fruitful organizational structures (*Exodus 18:13-26; Acts 6:1-7*)





Leadership with a plan



Strategic **Ministry** Plan and Implementation





ONE POSTURE

*“... thy kingdom come, thy will
be done, on earth as it is in
heaven.”*

THE LORD'S PRAYER





Re-thinking Success

Much of what our culture teaches us about ‘success’ centers around numerical growth, building projects and multiplication of activity and programming. When we teach about church vitality we speak of healthy practices, organizational values, vision-casting, intention, strategic planning, management of personnel, overcoming barriers, avoiding sabotage, understanding family systems, mobilizing key change agents, missional markers and much more.

In the process we need to draw deeply from the wisdom and love of God as we carry out our leadership calling. ***It becomes imperative that we build a community of leaders who individually pursue God’s purpose in their life, who will listen for, agree on, and do the will of God as they have come to know it.***

This, we suggest, is the #1 task of church leadership: DISCERNING AND DOING THE WILL OF GOD.





The Practices of Jesus...

MARK 6:31... *“Then, because so many people were coming and going that they did not even have a chance to eat, he said to them, ‘**Come with me by yourselves to a quiet place and get some rest**’.”*

MARK 1:35... *Very early in the morning, while it was still dark, Jesus got up, left the house and went off to a **solitary place**, where he prayed.*



Silence and Solitude

“Corporate discernment *begins with* attending to the spiritual formation of each individual leader. In order for this thing called the Body of Christ to work, each of you must resist the process of being conformed to this world and enter into a process of spiritual transformation so that together you can discern and do the will of God.”

**Making Room for God may require a periodic
technology/noise fast**





Silence and Solitude is...

- The foundational discipline of the spiritual life
- Time and space we set aside to give God our undivided attention and full access to our souls
- The opportunity to hear a voice other than ours or the world's

“Spiritual leadership starts with listening to the one, true VOICE and learning to distinguish it from all other voices that clamor for our attention.”

HOW ARE YOU DOING MAKING ROOM IN YOUR LIFE FOR
“THE VOICE”?



Engaging Scripture

for Spiritual Transformation

There is a difference between reading God's word for information and reading for transformation

There is a difference between approaching scripture with an agenda and waiting on God who knows what we need.

There is a difference between knowing a biblical story and finding ourselves IN the story that helps us make sense of our lives and knowing God's guidance for our next steps.



Engaging Scripture

“Silence before the Word leads to right hearing and thus may lead to right speaking of the Word at the right time, when needed in a group setting. Rather than seeing a group devotional as the precursor to “getting down to business”, instead, a group becomes more comfortable using scripture as a way of God to “speak into” meeting agendas as the discussions unfold and decisions take place. Whatever practices we use, cultivating patterns of listening to God in scripture (alone and together) is essential to the fabric of spiritual leadership.”

HOW IS SCRIPTURE BEING USED TO HELP YOU AS
LEADERS HEAR FROM GOD COLLECTIVELY IN YOUR
DELIBERATIONS?



Prayer

3 kinds of prayers for leaders

The Prayer of Quiet Trust

Acknowledging our utter dependence upon
God and our comfort with that

Even in the face of questions and
complexities there is a quiet trust in God's
goodness and sovereignty





Prayer of Quiet Trust

A Prayer of Humble Trust- Psalm 131 (GNT)

Lord, I have given up my pride and turned away from my arrogance. I am not concerned with great matters or with subjects too difficult for me. **2** Instead, I am content and at peace. As a child lies quietly in its mother's arms, so my heart is quiet within me.

3 Israel, trust in the Lord now and forever!

ARE YOU CONVINCED THAT GOD HAS THE ANSWERS TO YOUR PRAYERS AND WILL TAKE CARE OF EVERY NEED?



The Prayer for Indifference

- Asking God to work in/on our heart to make us indifferent to anything but His will

Luke 1:38: *“Here I am, the servant of the Lord; let it be with me according to your word.”*

Luke 22:42: *“Not my will, but yours be done.”*

- A state of openness to God in which we are free from undue attachment to any particular outcome
- When we want God’s will more than ego gratification, personal comfort, or popularity





“Indifference is not something we can achieve for ourselves. Just like everything else that is of significance in the spiritual life, God must accomplish this for us—which is why all we can do is pray and wait for it to be given.”

WHAT NEEDS TO DIE IN ME/US IN ORDER FOR GOD TO HAVE HIS WAY IN MY LIFE/OUR CHURCH?

IS THERE ANYTHING THAT I/WE NEED TO SET ASIDE, SO THAT I/WE CAN BE OPEN TO WHAT GOD WANTS?



The Prayer for Wisdom

“If any of you are lacking in wisdom, ask God, who gives to all generously and ungrudgingly, and it will be given you.”

JAMES 1:5

Indifference is an important pre-requisite to the prayer of wisdom so that we are unattached to a particular outcome that we think is best

The Wisdom of God is often the foolishness of the world

It is in this “waiting room of the soul” where we are made ready to hear God’s voice



The Prayer for Wisdom

“This is mature spirituality. And we will not be able to lead from this place of self-awareness and openness to God in a leadership setting if we have not practiced this in our personal lives.”

WHICH OF THESE TYPES OF PRAYERS ARE NEW TO YOU?

WHAT ARE YOU MOST INTRIGUED BY?

WHAT MIGHT CAUSE YOUR GREATEST RESISTANCE?



Personal Prayer

O God,

Let something essential happen to me,

Something more than interesting or entertaining or thoughtful.

O God,

Let something essential happen to me

Something awesome, something real.

Speak to my condition Lord,

And change me inside somewhere where it matters,

A change that will burn and tremble and heal

And explode me into tears or laughter or love that throbs or screams

or keeps a terrible cleansing silence

and dares the dangerous deeds.

Let something happen in me

Which is my real self, O God.



TAKE A BREAK!!

See you in
10 MINUTES





ONE BARRIER

The importance of Cultural Analysis in the Church

Vision statements, strategies, and goals are very good tools, but they can't compare in importance to the culture.

SAMUEL CHAND, "Cracking Your Church's Culture Code"



TABLE TALK

- What have you noticed about our church culture during our journey on the Vitality Pathway? How has it changed?
- Has trust increased or decreased?
- How have we become more soft/receptive through the process?
- Are we ready or resistant to making changes in our church?

“Either the church adapts to the community, or the community adapts to the church” -Which is more likely?





ONE APPROACH

Knowing our...

MISSION

Your passion and the ultimate reason for your existence as a church. The mission should be an **actionable** statement of what you do as a church

VISION

A **compelling picture** of what your church will look like when your mission is being accomplished. Vision is a synonym for God's desired future. It is future oriented. What do we believe is God's intention for us?

VALUES

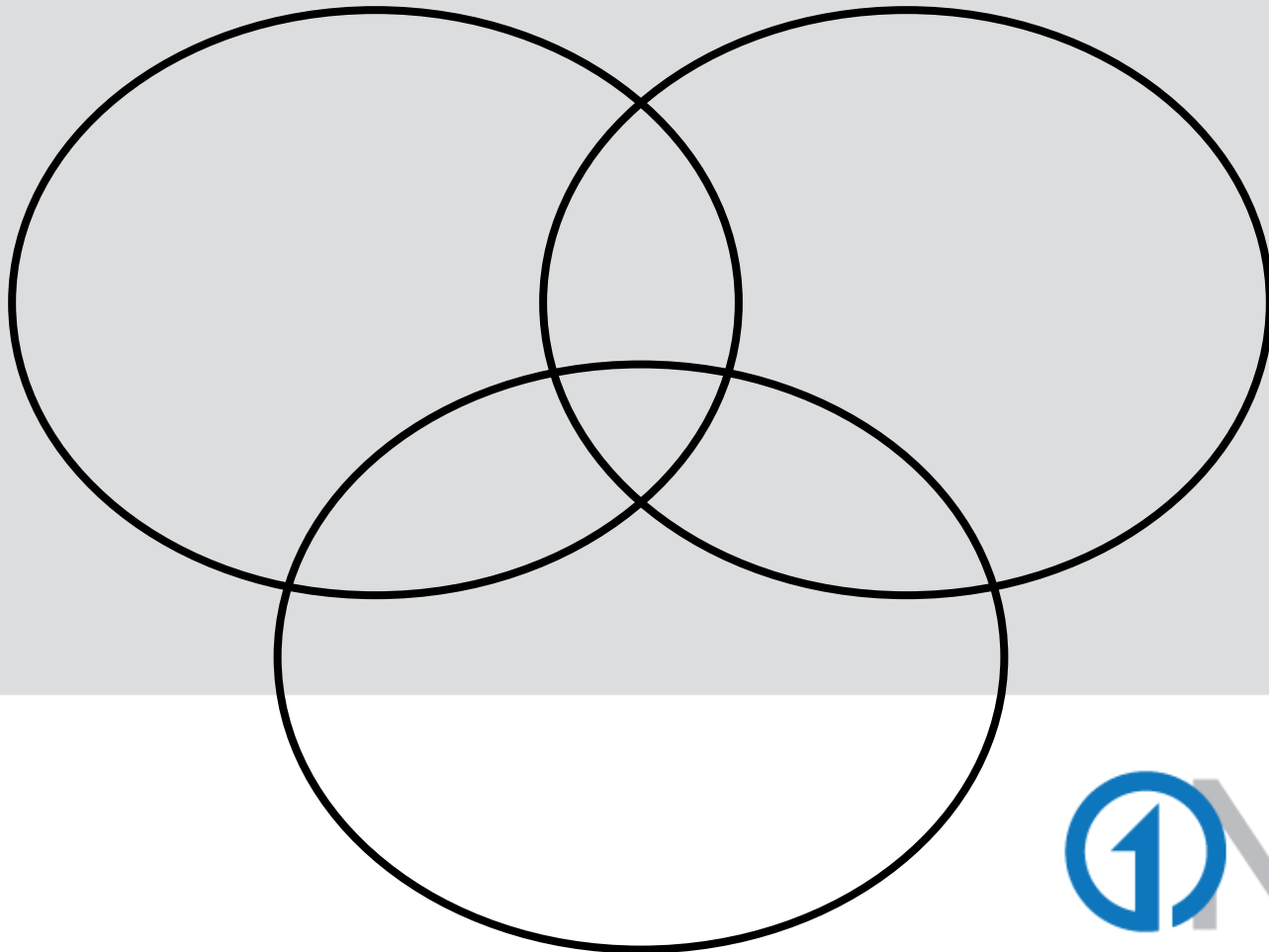
The fundamental principles that guide how you believe effective ministry is to be accomplished in your church. This is **your cultural DNA**; your unique personality; your non-negotiables. What makes your heart beat fast?





VISION INTERSECTION PROFILE

Gifts and Passions and Needs



V.I.P. QUESTIONS

1- THE GIFTS, PASSIONS, INTERESTS, AND TALENTS OF YOUR STAFF/LEADERS? **What do they share?**

2- THE GIFTS, TALENTS, AND PASSIONS OF YOUR CONGREGATION? **What are we known for? What are we particularly good at?**

3- THE NEEDS AND CHALLENGES IN OUR COMMUNITY? **What are the hurts, desires, and needs of your community? WHAT IS OUR CHURCH ESPECIALLY BURDENED BY OR QUALIFIED TO MAKE A DIFFERENCE IN?**





TABLE TALK

What are our potential ministry sweet spots?

LOOK FOR “INTERSECTIONS” AND
“CONNECTION POINTS” AMONG
THE CIRCLES DIAGRAM





S.W.O.B. Analysis

Strengths Maximize	Opportunities Invest
Weaknesses Shore up	Barriers Overcome





ONE YEAR

Take one year at a time...

- V.I.P./S.W.O.B/Vitality info & Insights
- LEADER'S KEY TASK/Prayer Retreat
- *Annual Thematic Goal/10 HMM??*

3 PRIORITIES FOR 365 DAYS



TABLE TALK

- What do you think we should give our time, energy, and resources to in the next year in order for us to make a contribution to God's Kingdom and a loving impact on our community?
- Write S.M.A.R.T. goals around your 3 priorities



ONE Suggestion *for Leaders*

- Create space at your meetings for reflection and evaluation
 - ARE WE BEING OBEDIENT TO HIS PROMPTINGS?
 - WHAT GOALS ARE WE ACCOMPLISHING?
 - WHO IS RESPONSIBLE & HOW ARE THEY DOING?
 - WHAT CAN WE BE DOING BETTER TO HELP LEAD HERE?
 - WHERE SHOULD WE BE ADJUSTING?
 - WHAT ARE WE SEEING GOD DO IN US/AROUND US/THROUGH US?
 - PRAY





Implementation

“We're not huge fans of strategic planning as it is commonly practiced in many companies. Lengthy reports about strategy for headquarters or consultants frankly scare us. They usually claim to predict the future in a way no one can anymore, and they are ridiculously expensive to boot. No, in today's global market, strategy means picking a direction and executing like (crazy).”

Jack and Suzy Welch,

the importance of having a

Interview on
game plan





FUTURE DISCUSSIONS

ONE DIRECTION *regarding alignment*

- How do we align our resources (in the one direction) to fulfill our priorities this year?





TABLE TALK

- ONE TAKE-AWAY?
- ONE PRAYER?
- ONE NEXT STEP?