



# MINISTRY PLANS

2009 AND BEYOND

# Ministry Plans

**Seven Key Areas of Focus for effective ministry planning and implementation.**

- **One year into the Ministry Plan process, what questions do you have and where would you like help and support?**

The Power of Inertia

Contingency Planning

Outcomes & Evaluation

Communication

Accountability & Ownership

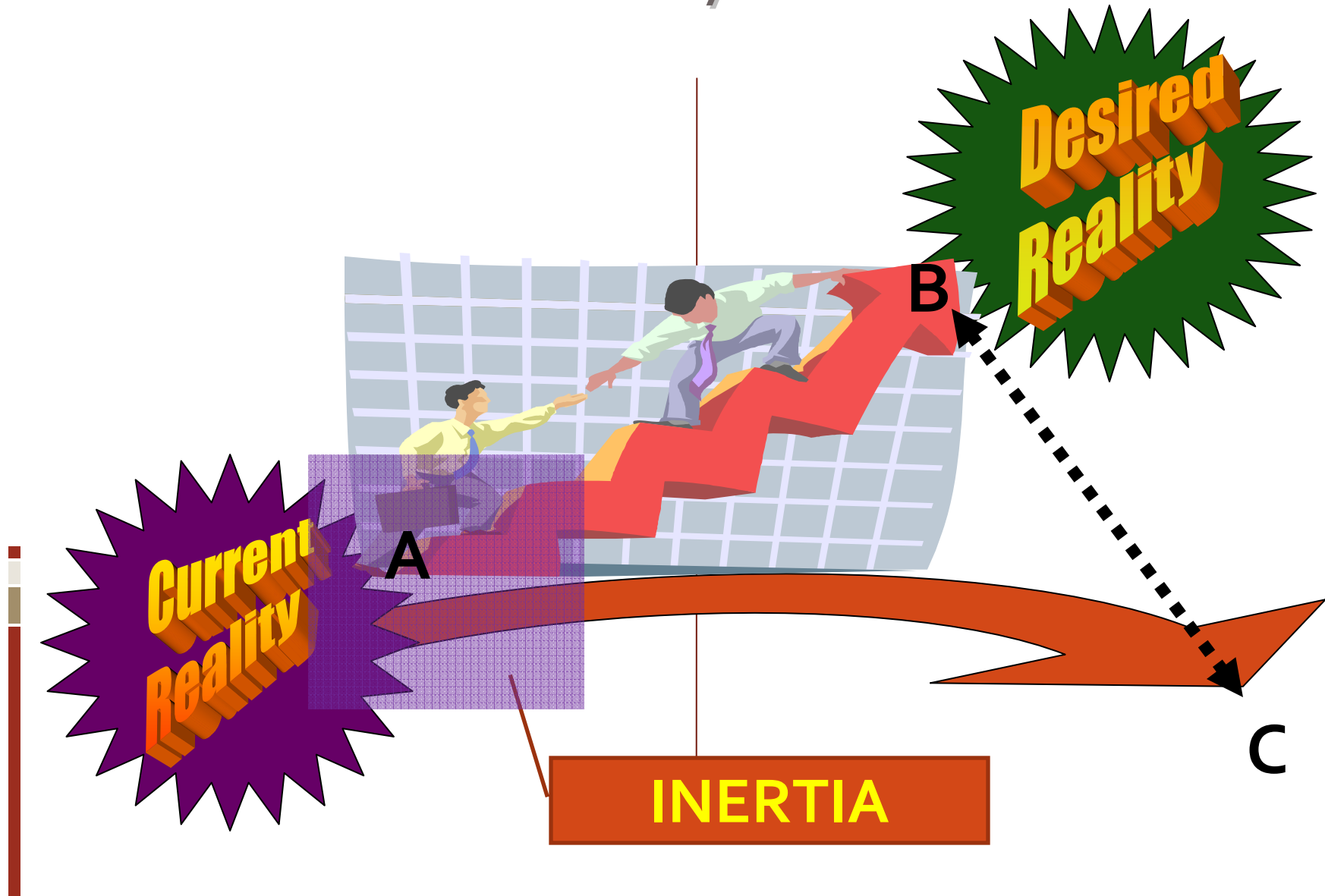
The Pastor's Role

Succession Planning



# THE POWER OF INERTIA

# Most Plans Die Early



# THE POWER OF INERTIA

What are you doing to counteract inertia?

Where are you meeting resistance?

What challenges do you face to implement your plan?



# CONTINGENCY PLANNING

# || The Shortest Distance (Never a Straight Line...)

**Resistance to change is normal. People will object. Situations will change. The status quo will fight back.**

- **Good planning requires anticipation. When something goes wrong, don't give up – plan ahead.**

**The Opponents**



**The Apathetic**



**The Roadblocks**





# CONTINGENCY PLANNING

What are likely obstacles you will face?

What are your options?

What are your worst case scenarios and how will you make sure they don't stop you?



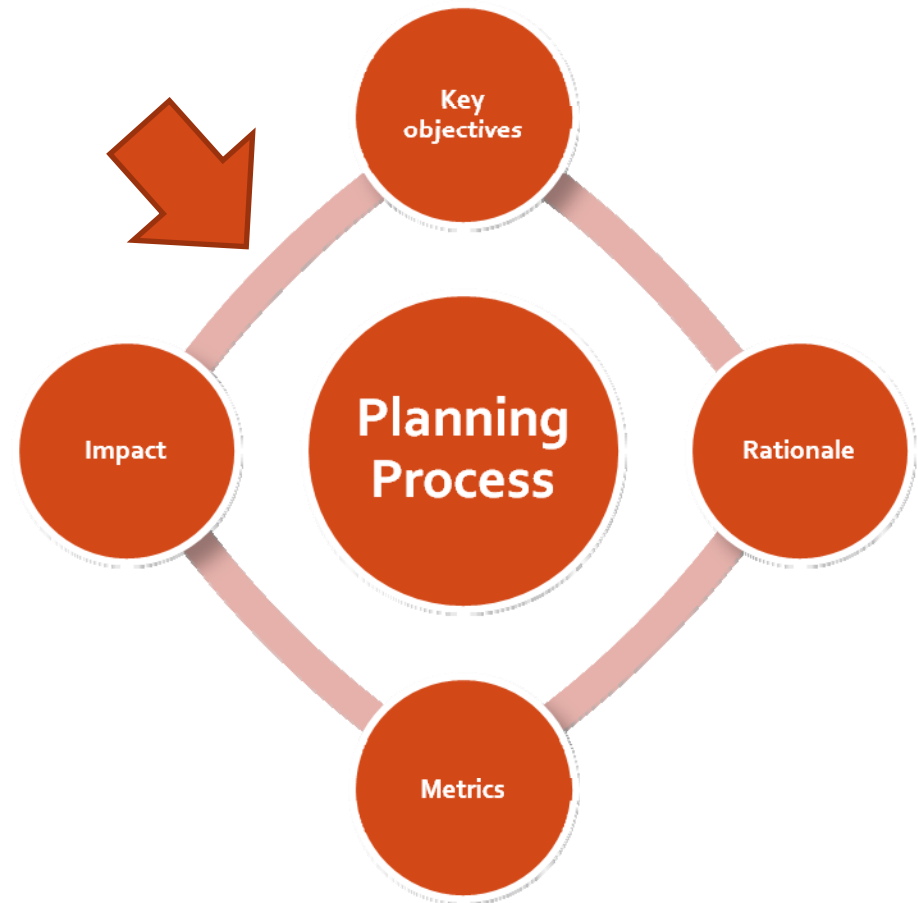


# OUTCOMES & EVALUATION

# Impact Awareness: What Difference Are We Making?

The most successful plans:

- Identify key objectives
- Clarify why they are important
- Develop appropriate metrics
- Evaluate impact
- Adjust objectives





# OUTCOMES & EVALUATION

What will success look like?

How will you know you are being successful?

By what measures will you determine how lives are being changed?



COMMUNICATION

# || Transparency & Openness

Planning impacts just about everything and everyone. Make sure **people feel heard, they know what's going on, and they are aware of any decisions that will directly impact them.**

When leading change, **face-to-face communication** is always best. Planning isn't about marketing; it's about relationships. The purpose of good planning is to **make things better for everyone.**



# COMMUNICATION

Who are you talking to about your plan?

How well do people in the church know what's going on with the plan?

How are you receiving feedback?





# ACCOUNTABILITY & OWNERSHIP

# Accountable Leadership is the Key

Good planning is more art than science, but the key is clear expectations:

- Who is responsible...
- For what...
- By when...
- With what specific expectations?

The congregation must **OWN** the plan – laity leadership is the “make or break” factor.





# ACCOUNTABILITY & OWNERSHIP

Who is responsible to make the plan work? Who really owns this plan?

What roles do the various leaders, boards, councils, and committees have for the plan's success?

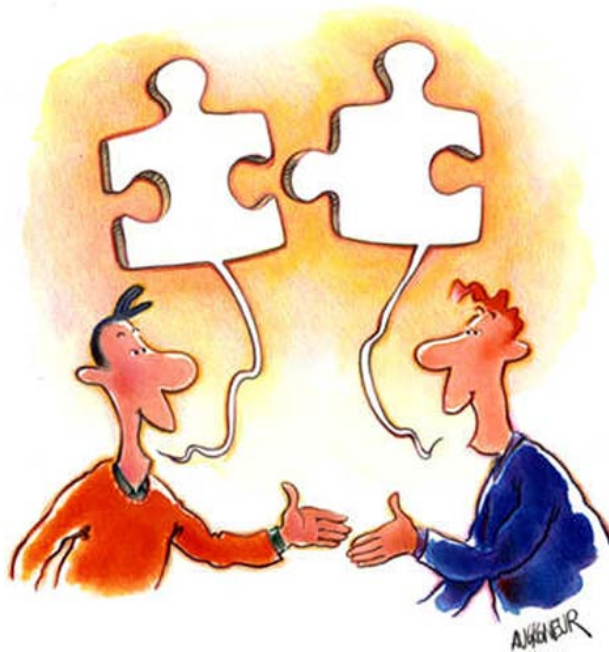
What responsibility does the congregation have?



# THE PASTOR'S ROLE

# || Coach, Cheerleader, Collaborator

**If the ministry plan is dependent on the pastoral leadership, it is doomed to fail.**



**Coach – help others develop the skills to implement the plan.**

**Cheerleader – promote the plan and encourage those who implement it.**

**Collaborator – work in partnership so plan can run smoothly even in times of pastoral change.**



# THE PASTOR'S ROLE

What steps are you taking to “pastor-proof” your ministry plan?

What are the primary roles the pastoral leadership play in the ministry plan?

What are the primary roles laity leadership play in making the ministry plan successful?

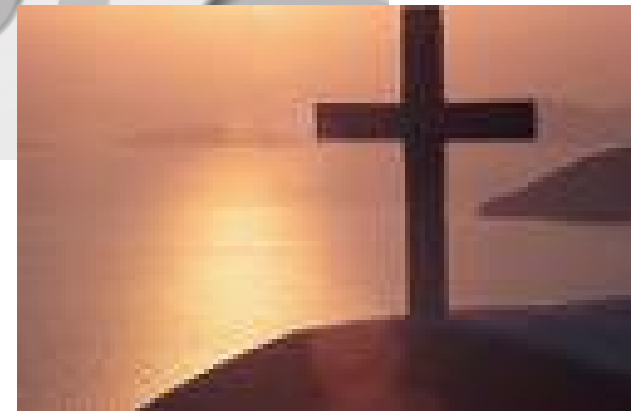
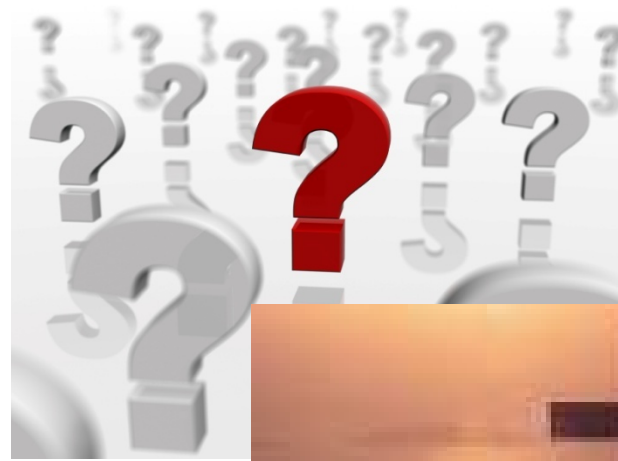


# SUCCESSION PLANNING

# || Process & Journey – Where Next?

Planning should be like a movie – scenes always changing – or a journey – each new curve brings new vistas into view.

- Stay constantly focused on the “vision horizon” – look as far as you can into your future.





# SUCCESSION PLANNING

Who is looking to the future beyond the current plan?

What new has come to light since you began the process?

What successes from this year can you build on in year two?

1. What?

2. Why?

Planning  
Simple

4. How?

3. Who?