MINISTRY PLANS
2014 AND BEYOND
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

Current Reality

INERTIA

Desired Reality
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
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.
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

看起來

- 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 news 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?
3. Who?
4. How?

Planning Simple