

Revitalization/Rethink Worksheet for Increased Fruitfulness

2015 pilgrimage and more

If you need help completing any part of this please call Dr. Victor/Vic Dingus (423-612-3116) or Rev. Jim Goddard (276-492-6112) for guidance and help. We will conduct a series of working hands-on meetings to provide guidance, assistance, and answer any questions you may have during the next months. You are certainly free to complete in draft form and submit for validation and feedback. Please remember God loves you and is at work *with and within you!*

We are rethinking God's will our congregation at this moment in time. As we journey forward we shall learn even greater what God's calling for us means in our community. Below is our analysis and understanding. We are likeminded and of one accord to the greatest extent possible in our conviction and commitment.

Critical Question to advance the plot*	Tips and Hints
1. Who are we as a congregation? NOW (The question of identity)	<ul style="list-style-type: none"> • Founding Story – title and description • Key chapter titles • Saints and hero's /characters • Best of times/worst of times
2. Why do we exist? NOW (The question of purpose – missio dei)	<ul style="list-style-type: none"> • 100 words or less about our ministry needs (OUTREACH gap) we do not fulfill • First step in overcoming our current reality and our mission/ministry needs
3. Who are our neighbors? NOW (The question of location)	<ul style="list-style-type: none"> • Community trends • What is our community like? • What is our marketplace? • What needs are not being met and who will be served? • How can we engage them?
4. What is next step? NOW (The question of responding to God's Will)	<ul style="list-style-type: none"> • Respect the voices and the Spirit's leading • Respect scripture • Seek congregational unity and broadest support • Seek the next faithful right step – advance the story • Set S.M.A.R.T. goals and S.M.A.R.T. actions. What levels of ministry do you seek? Be specific – who - will do what - when? • Write these goals and actions down and hold one another accountable

S.M.A.R.T. Goal setting for Next Steps

Congregation set goals to:

- Give clarity and focus to ministry. Clarity and focus connects disciples to purpose and focuses their attention toward the purpose of the next steps.
- Move the congregation forward. Without goals, congregations can become stuck in a rut, doing the same things over and over without making progress.
- Create greater accountability. Goals that are prayerfully developed and discerned with God in mind keep us accountable to the ministry of Jesus Christ. Holy Spirit inspired goals that are achieved make us more like the body of Christ.
- Make the congregation better. There is a saying, you do not have to be sick to get better. Good goals make us better. Not for better sake but make us better for serving the community.

Researchers have identified that goals make the difference in success or failure for people of similar backgrounds and educational standards. Studies find that 3% of people are highly successful in their life plans and careers, 30% are moderately successful and 67% just exist. The significant difference for the 3% who are highly successful is that they have written down, specific goals. The 30% who are moderately successful have a general idea of where they are going but don't have any goals formalized. The rest are happy to watch the world go by.

What is interesting is that people in the 30% category only need to put in a small effort to jump into the next group. The secret behind the effort is 'the development of habits and strategies which support the achievement of clear goals'. (Source: GoalMaker, by Kevin Seerup)

A guide to S.M.A.R.T. Goals Setting

Specific

The criterion stresses the need for a specific **goal** rather than a more general one. This means the goal is clear and unambiguous; without vagaries and platitudes. To make goals specific, they must tell a team exactly what's expected, why it's important, who's involved, where it's going to happen and which attributes are important.

A specific goal will usually answer the five 'W' questions:

- 1 What: What do I want to accomplish?
- 2 Why: Specific reasons, purpose or benefits of accomplishing the goal.
- 3 Who: Who is involved?
- 4 Where: Identify a location.
- 5 Which: Identify requirements and constraints.

Measurable

The second criterion stresses the need for concrete criteria for measuring progress toward the attainment of the goal. The thought behind this is that if a goal is not measurable it is not possible to know whether a team is making progress toward successful completion. Measuring progress is supposed to help a team stay on track, reach its target dates and experience the exhilaration of achievement that spurs it on to continued effort required to reach the ultimate goal.

A measurable goal will usually answer questions such as:

- 1 How much?
- 2 How many?
- 3 How will I know when it is accomplished?
- 4 Indicators should be quantifiable

Attainable

The third criterion stresses the importance of goals that are realistic and also attainable. Whilst an attainable goal may stretch a team in order to achieve it, the goal is not extreme. That is, the goals are neither out of reach nor below standard performance, since these may be considered meaningless. When you identify goals that are most important to you, you begin to figure out ways you can make them come true. You develop the attitudes, abilities, skills and financial capacity to reach them. The theory states that an attainable goal may cause goal-setters to identify previously overlooked opportunities to bring themselves closer to the achievement of their goals.

An Achievable goal will usually answer the questions:

- How can the goal be accomplished?
- How realistic is the goal based on other constraints?

Relevant

The fourth criterion stresses the importance of choosing goals that matter. A bank manager's goal to "Make 50 peanut butter and jelly sandwiches by 2pm" may be specific, measurable, attainable and time-bound but lacks relevance. Many times you will need support to accomplish a goal: resources, a champion voice, someone to knock down obstacles. Goals that are relevant to your boss, your team, your organization will receive that needed support.

Relevant goals (when met) drive the team, department and organization forward. A goal that supports or is in alignment with other goals would be considered a relevant goal.

A relevant goal can answer yes to these questions:

- Does this seem worthwhile?
- Is this the right time?
- Does this match our other efforts/needs?
- Are you the right person?
- Is it applicable in the current socio- economic environment?

Time-bound

The fifth criterion stresses the importance of grounding goals within a time-frame, giving them a target date. A commitment to a deadline helps a team focus their efforts on completion of the goal on or before the due date. This part of the SMART goal criteria is intended to prevent goals from being overtaken by the day-to-day crises that invariably arise in an organization. A time-bound goal is intended to establish a sense of urgency.

A time-bound goal will usually answer the question:

- When?

- What can I do six months from now?
- What can I do six weeks from now?
- What can I do today?

How to Set Goals

PRAYER: Start with a time of prayer, praying for wisdom and discernment for the congregation and those preparing the Ministry Plan. Give time to developing the plan, gathering together on several evenings or other times which meet your congregation's needs. Look at the sections of the plan. It might be wise to set the meeting schedule in order to deal with a section at a time, allowing for prayer and discernment between meetings.

WORSHIP: When you meet together to plan and set goals, spend time worshiping, praying and studying Bible passages.

STUDY: Take time to study the bible together. Here are some bible study suggestions that can be used as a tool for bible study together. The Great Commission; Matthew 22:36-40, The Great Commandment; Acts 2, the outpouring of the Holy Spirit and the birth of the church; I Corinthians 12, the healthy church is one body and it is the body of Christ; Ephesians 4:10-13, Christ has gifted the church through a variety of gifts; Galatians 3:28, all are welcome in the body of Christ; Luke 10:25-37; the parable of the Good Samaritan; Micah 6:8, righteousness and justice are the expectation for God's people; Luke 4:17-21, Jesus announces his ministry, which is a calling for the body of Christ today. For examples of planning using the means of grace go to (web page will be released with the official release of the document.)

RESPOND: In the midst of prayerful discernment, answer the questions in the S.M.A.R.T. guide above as honestly and candidly as possible in order to gain the fullest sense of where God is working in the midst of this congregation and where God might be calling this congregation in the future.



ACTION PLAN

- What – identify tasks to be accomplished
- Who – who has the gifts and skills
- By When – set a time line – dead line
- Clarify as needed

ACTION PLANS

DATE: _____

WHAT	WHO	BY WHEN	COMMENTS

**WHAT WILL BE DIFFERENT?
QUESTION OF INTERNAL TRANSFORMATION**

- CONSIDER EVERY MINISTRY AREA
- DO START - STOP – CONTINUE IN EACH AREA – NO EXCEPTIONS
- RE-ALIGN EVERYTHING NOW – BE AS PRACTICAL AS POSSIBLE – NOW
- RE-PLAN IF NECESSARY
- EXPERIMENT AND LEARN – ADAPTIVE LEADERSHIP – HERE IS WHERE WE EXPERIENCE GOD IN NEW AND MYSTERIOUS WAYS

*Source of materials from Dr. Lew Parks, Wesley Seminary and Dr. Lovett Weems, Lewis Center, *Take the Next Step*

SMART Actions – *what actions will you take for the next right step to glorify God?*

SMART actions are activities that help congregations reach their five goals listed below. They are SMART because they are **S**pecific, **M**easurable, **A**ttainable, **R**elevant (to your heritage, values, mission and opportunities for ministry), and **T**ime-framed. An example of a SMART action is: Start a new worship service so that we attract new disciples and grow worship attendance. This phrase begins with an action word (Start), describes the activity (a new worship service), a *so that* phrase that connects your activity to your purpose and goals (so that we attract new disciples and grow worship attendance), and it is time-framed (by specific date). After clearly understanding your mission from God, your congregational values and heritage, plus what you have done to well in the past, match these to the greatest community needs, pray and discern/write 2-3 SMART actions following the model above for the vital areas of ministry pertaining to the greatest community needs. (Be wise in your actions. It may be better to write one action for each of these areas and do it well than to write so many that it ends up being overwhelming. Please focus your actions to the vital few. All areas may not need actions depending on the community need and the congregations' internal needs).

For each ministry you are planning create an action plan to include: (note – this is an example only – if you have some preference way to create and document an action plan, even some type of on-line tool, use whatever is helpful to share and get congregational buy-in.)