

LEADER'S GUIDE

ACKNOWLEDGE (BASIS)

Our vision is making Christ-like disciples of all nations.

ASK (WHY)

Are we as a local church fulfilling the Vision and Mission of God's Church? How do we as a local church define vision/mission?

ASSESS (WHAT)

SWOT Analysis. What did we learn about ourselves? From our findings:

- What do we need to stop?
- What do we need to start?

ACTION (HOW)

Four things we will need to do to accomplish His Mission for our Church:

1. What is our goal for souls won to Christ this year, and how will we do it?
2. How many people are we discipling?
3. How many new members will we have this year?
4. Looking outward: How will we reach new people through our outreach ministry?

SWOT ANALYSIS

S STRENGTHS WITHIN THE CHURCH

W WEAKNESSES WITHIN THE CHURCH

O OPPORTUNITIES WITHIN THE CHURCH

T THREATS TO THE HEALTH OF THE CHURCH

The amount of goals and steps for each church will differ.

SMART GOALS

What specific steps will you take to reach each of these goals?

S SPECIFIC

M MEASURABLE

A ATTAINABLE

R REALISTIC

T TIME-BOUND

APPENDIX

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2 | Goals and Values

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THE GREAT COMMISSION PLAN

JOPLIN
DISTRICT
CHURCH
OF THE
NAZARENE

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MISSION:

Make Christ-like disciples on the Joplin District.

VISION:

To encourage, equip, and empower pastors, leaders, and churches. In the next 5 years, the Joplin District will be a place where every believer will be encouraged, equipped, and empowered to fulfill the heart of Christ by reaching a hurting world.

CORE VALUES:

1. Lost people matter to God
2. Leader development is critical
3. We are better together

CORE OBJECTIVES:

1. Win One
2. Disciple Others
3. Start One
4. Reproduce One

GOALS:

- Reach 1,000 souls for Christ in a year's time.
- Every church will increase their worship average by 3%.
- Average 10,000 in worship as a district.
- To plant 70 churches by 2022.
- In our district report, to attain Zero Zeros in souls won, members gained, and funding missions.

PERSISTENT PRAYING:

- We will do that by participating in a District-wide Daniel Fast of at least 10 days or more at the start of every year.
- We will join together for a weekly time of fasting - believing, fasting and prayer move the heart of God.
- We will encourage every church to schedule regular times of corporate prayer.
- We will challenge every individual to maintain a personal time of passionate and persistent prayer on a regular basis.
- We will daily pray for the Salvation of at least one individual.

Because we believe prayer is the core discipline that changes the culture and atmosphere of our hearts in preparation for His presence.

LEADERSHIP DEVELOPMENT:

- Team Days, where pastors come together for a time of fellowship and challenge.
- L² which occurs every 3rd Tuesday of the month at 6:00 p.m. in a Zoom setting with our DS and guest speakers who encourage leaders with practical and relevant tools for ministry.
- Area gatherings where book reviews and general teachings are on a smaller model.
- Times of addressing current, relevant issues in a larger setting for pastors and laypeople.
- Each leader will find a mentor, and be a mentor.

The consistent development of leaders is crucial for both the present and the future as the church moves into the challenging days.

HEALTHY CHURCHES:

- Find and remove unhealthy segments of the church that cause "disease" to spread.
- Create opportunities for the local body to expand.
- Design Mission Action Plans, which will create SMART Goals: specific, measurable, achievable, realistic, time table.
- Provide training opportunities for being trained on Discipleship methods.

Enabling churches to remain or become healthy movements of God which will accomplish our mission.

PLANTING CHURCHES:

- We will look for opportunities close and far away to plant movements of God.
- We will be creative in our thinking - whether it be places of homes, coffee shop, restaurants, bars, or empty buildings.
- We will use every means available to plant churches and bring people to Christ.

Realizing our mandate by Christ to go, we believe it may be the most effective way in fulfilling the Great Commission.

CENTERS OF COMPASSION & RECOVERY:

- We will do that by creating Recovery-type ministries in our Churches.
- We will create centers of compassionate love for those who are walking a tough journey.
- We will create safe and acceptable churches where no person is ever treated unchristlike.

Desiring every church to form ministries that help families and individuals recover from bad decisions and unforeseen circumstances - therefore, aid them in the development of their lives into wholeness.



CHURCH
NAME

MINISTRY
ACTION
PLAN



DATE

The background features a light blue field. In the top right, there are two sets of concentric circles: a smaller set in dark blue and a larger set in green. In the bottom left, there is a set of concentric circles in orange. A vertical orange bar is on the right side, and a dark blue bar is at the bottom.

ASSESS

ASSESS

MISSION FOR YOUR CHURCH:

1.

STATE HOW YOUR CHURCH'S MISSION REFLECTS THE VISION OF THE CHURCH OF THE NAZARENE TO: MAKE CHRIST-LIKE DISCIPLES IN THE NATIONS, AND THE VISION OF THE JOPLIN DISTRICT TO: DEVELOP LEADERS AND MULTIPLY THE CHURCH.

PROCESS AND PROGRAMS:

2.

OUTLINE THE WEEKLY PROGRAMS WITHIN YOUR CHURCH AND HOW THESE PROGRAMS HELP MOVE PEOPLE THROUGH YOUR DISCIPLESHIP PROCESS.

REVIEW YOUR CHURCH'S VITAL STATISTICS:

3.

GO TO NAZARENE RESEARCH SERVICES AND REVIEW YOUR CHURCH'S VITAL STATISTICS, TAKING NOTE OF THE TRENDS YOU MIGHT NEED TO ADDRESS. VIEW YOUR CHURCH'S REPORT ONLINE AT: FINDACHURCH.NAZARENE.ORG

SWOT ANALYSIS ASSESS

STRENGTHS WITHIN THE CHURCH:

S

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.

WEAKNESSES WITHIN THE CHURCH:

W

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.

OPPORTUNITIES FOR THE FUTURE:

O

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.

THREATS TO THE HEALTH OF THE CHURCH:

T

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.

The background features a dark blue field. In the top left, there is a solid green horizontal bar. In the top right, there are two overlapping sets of concentric circles: one in light blue and one in green. In the bottom left, there is a set of concentric circles in orange. A vertical orange bar runs along the right edge. At the bottom, there is a light blue horizontal bar.

ACTION

ACTION

MY GOAL IS...

- State what you'll do.
- Make sure that your goals are clear, concise and unambiguous.
- Being more specific helps you identify what you want to achieve.

WHAT exactly do we want to accomplish?

WHO else will be involved (individuals/teams)?

WHERE will it take place?

WHICH resources are we going to leverage?

EXAMPLE...

NOT SPECIFIC: "I want more visitors."

NOT SPECIFIC: "I want to get good grades."

SPECIFIC: "I will get at least a 90% on my next math test."

SPECIFIC

MEASURABLE

THE GOALS YOU SET SHOULD FALL UNDER THESE FIVE SIMPLE HELPS.

I WILL TRACK MY PROGRESS BY...

- Can you track the progress and measure the outcome?
- Provide a way to evaluate.
- In what ways can you measure your goal so that you know you're making progress?
- How much, how many, and how will I know when my goal is accomplished?
- Answers how much or how many and highlights how you'll know you've achieved your goal.
- How many accomplishments or actions will it take?

EXAMPLE...

NOT MEASURABLE: "I will be the best player on my team."

MEASURABLE: "I will score four goals this game."

ACTION

I WILL ACHIEVE THIS GOAL BY DOING THE FOLLOWING...

- Involve action, otherwise they are dreams and wishes.
- Determine the next steps, so you know how to start making progress.

-
- Is the goal a reasonable stretch for me (neither out of reach, nor too easy)? How so?
 - Any potential barriers you may need to overcome?
 - Do I have, or can I get, the resources needed to achieve the goal?
 - Weigh-in the time, cost & effort required to achieve the goal, versus other commitments & priorities.

EXAMPLE...

NOT ATTAINABLE:

"I will remember everything my teacher says."

ATTAINABLE:

"I will follow directions the first time during reading."

ATTAINABLE

REALISTIC

THIS GOAL HELPS US BECAUSE...

- Is the goal worthwhile and will it meet our needs?
- Does it fit with our immediate and long-term plans?
- Is this goal worth working hard to accomplish?
- Is this meaningful to us or is it just something others think we should do?
- Will it delay or prevent us from achieving a more important goal?
- Has any other church done it? Study those groups.
- Do we have the capabilities, resources & physical abilities to reach our goal? Really?
- You might think that your goal is important, but you have to ask yourself this-is it really? If the answer is still a "yes," by all means, go ahead!

EXAMPLE...

NOT RELEVANT:

"I will learn all the 3rd grade spelling words in the 2nd grade."

RELEVANT:

I will practice my addition and subtraction facts."

THE GOALS YOU SET SHOULD FALL UNDER THESE FIVE SIMPLE HELPS.

WHEN...

- We will complete this goal by (date)...
- It will establish a sense of urgency and prompt you to develop better time management.
- What is the deadline you will set to meet your goal?
- How much time will you allow yourself to accomplish this goal?
- It's important to set a realistic time frame to achieve your goal to ensure you don't get discouraged.
- A goal without a deadline is just a dream. Stop dreaming and keep yourself responsible by setting up timelines for your goals.
- Intended to establish a sense of urgency and prevent goals from being overtaken by the day-to-day crises that invariably arise.
- Set deadlines or time-frames! You can break down your long-term goals into shorter intervals.

EXAMPLE...

NOT TIME BASED:

"I will study for the next math test."

TIME BASED:

"I will study on Tuesday after school with my sister."

TIME-BOUND

GOAL FOR THE YEAR:

1.

WRITE THE STEPS YOU WILL TAKE TO REACH THIS GOAL HERE.

ACTION STEPS:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.

ACTION

YEARLY GOALS

GOAL FOR THE YEAR:

2.

WRITE THE STEPS YOU WILL TAKE TO REACH THIS GOAL HERE.

ACTION STEPS:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.

GOAL FOR THE YEAR:

3.

WRITE THE STEPS YOU WILL TAKE TO REACH THIS GOAL HERE.

ACTION STEPS:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.

KEY MINISTRY EVENTS & OUTREACH CALENDAR

Based on your church's goals for the year, list the key series/services, outreach events, and ministry events for the coming year. Give the event name, date, and a brief description and desired outcome.

EVENT NAME | DATE

1.

Description and event goal.

EVENT NAME | DATE

2.

Description and event goal.

EVENT NAME | DATE

3.

Description and event goal.

EVENT NAME | DATE

4.

Description and event goal.

EVENT NAME | DATE

5.

Description and event goal.

EVENT NAME | DATE

6.

Description and event goal.

EVENT NAME | DATE

7.

Description and goal of the event here.

OPERATING BUDGET

Based on your church's goals for the year, ministry calendar, and existing ministries - complete your ministry budget for the new year.

\$ _____ Fair Share Giving
(13.5% of prior year income as a starting point)

\$ _____ Others Total

GIVING TO OTHERS

\$ _____ Office Staff

\$ _____ Professional Expenses and Mileage Reimbursements

\$ _____ Leadership Development/Training

\$ _____ Hospitality/Fellowship

\$ _____ Office Supplies

\$ _____ Outreach

\$ _____ Children's Ministry

\$ _____ Youth Ministry

\$ _____ Small Groups/Discipleship/Sunday School

\$ _____ Music/Media Ministry/Worship

\$ _____ Membership/Conferences

\$ _____ (Add Lines as Needed)

\$ _____ Ministry (Program) Total

MINISTRY PROGRAM

GOAL IS
 15-20%
 OF WHAT
 YOU RAISED
 LAST YEAR

\$ _____ Rent/Mortgage

\$ _____ Pastoral Housing or Parsonage Costs

\$ _____ Utilities

\$ _____ Insurance

\$ _____ (Add Lines as Needed)

\$ _____ Property/Facilities Total

PROPERTY FACILITIES

GOAL IS
 NO MORE
 THAN 20%

_____ Lead Pastor Income

\$ _____ Lead Pastor Insurance

\$ _____ Lead Pastor 403b

\$ _____ Lead Pastor Medical Account

\$ _____ Leader Pastor Social Security

\$ _____ (Add Lines as Needed)

\$ _____ Pastoral Staff Total

PASTORAL STAFF

GOAL IS
 NO MORE
 THAN 50%

OPERATING BUDGET

Based on your church's goals for the year, ministry calendar, and existing ministries - complete your ministry budget for the new year.

- \$ _____ Giving to Others
- \$ _____ Ministry Program
- \$ _____ Property/Facilities
- \$ _____ Pastoral Staff
- \$ _____ Other

\$ _____
Total Expense Budget

EXPENSES SHOULD
NOT EXCEED
INCOME.

**Total Raised for
All Purposes
(prior year)**

\$ _____
Total Raised

- \$ _____ Other Income Sources
- \$ _____ Other Income Sources
- \$ _____ (Add lines as Needed)

\$ _____
Total Income

BUDGET BASED ON
95% - 100% YEAR
INCOME.

Before we can effectively improve our systems (i.e. strategies) for helping more people become Christ-like disciples, we have to know what our current systems are. A system is a set of strategies with a desired outcome.

This document will not be evaluated by anyone nor published anywhere. It is intended to be one of several diagnostic tools that will help your local leadership and your ZF process which system to improve next.

The smaller the church, the less need there is for formal systems. A lot of good ministry happens informally. If some of your systems are more informal, just document what happens informally.

Please do not include plans or philosophy in this document. This is strictly for documentation of as-is systems, step by step.

HOW TO DOCUMENT YOUR CHURCH'S AS-IS SYSTEMS IN 90 MINUTES OR LESS.

LOVING RELATIONSHIPS/ASSIMILATION:

- How does your church connect with newcomers?
- What strategies do you employ to help newcomers connect with the ministries and people of your church?
- What is the end goal of your assimilation system? What system(s) does it feed into?
- Think of someone who is a regular attender now but was not a year or more ago. What steps did that person take toward assimilation?

NEED-ORIENTED EVANGELISM:

- What are the common ways people are given the opportunity to become followers of Jesus through your church?
- How do you follow up on those who make decisions to begin following Jesus?
- How do you train and motivate your church to personally engage in need-oriented evangelism?
- Think of one or two who have begun following Jesus in recent memory. How were they led into that decision? How have they been helped since?

EMPOWERING LEADERSHIP:

- How do you develop leaders?
- Think of someone who is in leadership now that was not a year or more ago. What steps did they take into that role and how are they being developed now?
- How do you cast vision and build teams to achieve mission?

GIFT-BASED MINISTRY:

- How do you help people discover their place and their giftedness?
- How do you recruit, assess, and deploy people into ministry roles?
- How do you support those who are in ministry roles?
- Think of someone who is serving now who was not a year or more ago. How were they recruited, assessed, and deployed?

PASSIONATE SPIRITUALITY/STEWARDSHIP:

- How do we develop generous givers?
- How do we measure desired outcomes in people's lives? How many in our church attend worship regularly, participate in a discipleship ministry, give regularly through tithes and offerings, practice personal spiritual disciplines, and serve in a regular ministry role? Are there other desired outcomes in people's lives that would be indicators of a passionate spirituality?

EFFECTIVE STRUCTURES/STRATEGY

- How does the church calendar take shape?
- How is the church budget written and managed?
- Does the church have an organizational chart showing who is responsible for whom and who answers to whom?
- Does the church have written ministry descriptions for each ministry role?
- How are goals set and plans made to achieve those goals?
- Who knows the mission, vision, and values of the church? How are these communicated?

INSPIRING WORSHIP:

- How is the preaching plan prepared?
- How are sermons prepared?
- How do the leaders involved in worship coordinate their plans for the service (music, tech, preaching, arts, greeters, ushers)?
- How do we promote upcoming services?
- How do we measure the inspirational impact of our services?

HOLISTIC SMALL GROUPS/NDI:

- What are the small group (and 1-on-1) discipleship ministries of our church?
- How do we train group leaders?
- How do we grow and multiply (i.e. manage) our discipleship groups?