

# 2015-2016 Ministry Action Plan

Name: Tim Spencer

Date: 3/20/2016

Title from Position Guidelines: Executive Pastor, 3/20/2016

## Overall Ministry Description

(Define your vision-aligned ministry philosophy and environments. Paint a picture of what people will consistently experience)

My responsibility is to help grow a church where people are changed by the gospel and living out their Christ-centered purpose. My ministry philosophy centers on facilitating effective ministry for both paid and volunteer leaders in a team-based environment with a focus on evangelism, worship, community and service.

I am tasked with leading team members to develop, implement and be held accountable for professional and ministry goals. Team success in reaching goals depends upon clarity about what's wildly important and what lead measures we use to focus our strategy and action plans. In everything we do, I pray that we are building a church where people have the best opportunity to become fully-developing followers of Christ—that's the environment I hope we create.

## Ministry Gap Assessment

(List lacking components needed to achieve a growing, vision-aligned ministry)

1. The church bills itself as a friendly church, but that friendliness seems to be surface or skin-deep.
2. Many LIFE groups have difficulty incorporating new people into their groups; they appear cliquy, inattentive and closed to outsiders.
3. Prayer is not central to ministry at the church and we must find a way to change this.
4. Evangelism is not deeply imbedded in the DNA of the church; people will go around the world to share, but they struggle to do it here at home. This must change if we want to reach our community for Christ.
5. The team sometimes seems unresponsive to suggestions and feedback from church members.
6. Student ministry cliques, single-school focus and lack of intentionality have been detrimental to growth.
7. Recreation programs need to be more intentional about connecting people back to the church.

## Ministry Units

(List all ministries under your leadership)

Brief Description	Leader	Current/New
Worship Ministry	Carey Amos	Current
Discipleship Ministry	Dwight Munn	Current
Global Missions Ministry	Mark Fenn	Current
NextGen Ministry	Terry Young	Current
Campus Pastors	Chad Merrell	Current
Human Resources	Debbie Robertson	Current
Finance	Connie Powell	Current
Building Services	Bill Smith	Current
Counseling Center	Todd Sherwin	Current

## SMART\* Ministry Goals

Description	Measurement	Target Date	% Time Allocation	Results	Comments/Notes
<b>WIG #1** Evangelism</b> Train 1,000 people to share their 1 story and memorize 1 verse, and get their commitment to share with 1 person	1,000 1x3 commitments	8/1/16	25%	657 have made 1x3 commitments as of 3/20/2016	Anecdotal evidence suggests that more people are sharing their faith
<b>WIG #1** Worship</b> Grow the 9:30am service +19 Grow the 11:00am service +45	650 average or +3% 946 average or +5%	8/1/16	25%	Worship attendance is +2.6% in the first 11 weeks of 2016	Lead Measures include worship invite cards distributed
<b>WIG #1** Community</b> Start 10 new LIFE groups	c. +80 LIFE group attenders	8/1/16	25%	9 new groups have been started as of 3/20/2016	Lead Measures include number of new leaders trained
<b>WIG #1** Service</b> Mobilize 150 on short-term mission trips Mobilize 250 in local missions	150 + 250 people mobilized	8/1/16	25%	Flood relief efforts have swelled volunteer mobilization efforts	Lead Measures include number of new people mobilized

\* SMART = Specific, Measurable, Achievable, Relevant & Time-Bound

\*\* WIG = Wildly Important Goal (1-3 maximum per ministry)

## Goal Completion Dependencies

(List other elements, including leaders, ministries and other resources, outside of your control, required to achieve your goals)

1. New Leader Shortage – Potential leaders must have a clear call to serve as LIFE group leaders and in other key leadership positions. Many we've talked with have not been willing to serve, and that has to change. Pray specifically that young leaders will be convicted to serve.
2. Spiritual Lethargy – A "we have arrived" mentality has taken root among some. Vision must be recast for lifelong spiritual growth and dependence on Christ.
3. Community Image – We must reshape community perceptions of the church with efforts to show that we care, to demonstrate our relevance, and to highlight church strengths.
4. Evangelistic Complacency – Many members and attenders do not demonstrate a love for the lost and do not routinely share their faith. We must change the DNA of the church.

## Professional Development

(List areas of planned growth and development. Include educational pursuits, professional networks, etc.)

1. Metro XP Conference – Networking, roundtable discussions, and personal growth and development
2. Online reading and research – Books, blogs and other reading on leadership, management, evangelism, team-building and other topics
3. Auxano Co::Lab – I will be an observer at the monthly Co::Lab meetings, watching area MSBA churches go through the Auxano vision clarification process
4. NELA XP Roundtable Group – I lead a bi-monthly lunch meeting of area XPs to discuss trends, ideas and management with my peers

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Signature

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Date

3/20/2016