Ministry Mapping

1. With a team of key leaders and stakeholders, list all of the ministries that your church has been engaged in over the last 5 years.
2. Next to each ministry, list the area of need that the ministry aims to address.
3. Next to each area of need, list the resources and assets that your church brings to that ministry.
4. Next to the list of resources and assets, list the gaps that your church struggles to fill in that ministry.

Ministry (Church Asset)	**Area of Need**	**Resources**	**Gaps**
Ex: Food Pantry	Food	Physical facility space, financial stakeholders, easily accessible location	Volunteers, reaching young families in community, food donations

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Visioning

Jesus said, “Therefore, go, and make disciples of all nations, baptizing them in the name of the Father and the Son and of the Holy Spirit, teaching them to obey everything that I’ve commanded you. Look, I myself will be with you every day until the end of this present age.” (Matthew 28:19-20, Common English Bible)

If the mission of the church is to make disciples of Jesus Christ, a local church’s vision is the unique expression of how the church will make disciples. What makes a church’s vision unique is because the people in the church are unique to that church and the people surrounding the church are unique to that location.

If your congregation already has a vision statement, it is a good time to review it and assess if it is still relevant to God’s call on the church. When discerning a vision, leaders should listen to the Holy Spirit, the congregation, and the community.

1. Intentional congregation prayer practice, like a Breakthrough Prayer, invites everyone in the congregation to seek together the guidance of the Holy Spirit as the congregation discerns God’s call for the congregation. An intentional period dedicated to prayer will be valuable.
2. Listen to the congregation and what God has placed on the hearts of the people. After a dedicated time of prayer, gather people together in small groups or go to existing groups and ask them no more than five (5) powerful questions about the God-preferred future for the congregation. Questions like, *What has God laid on your heart? What are your hopes and dreams for this congregation? What is our congregation really good at?*
3. Listen to the community by sending congregation members to ask powerful questions of those in the community but who may not be part of the congregation. These can be neighbors and community leaders like firefighters, librarians, school counselors, teachers, or non-profit leaders. You are listening for the pain in the community, the problem that causes that pain, and opportunities for the church to partner with others to solve the problems.
4. When a team has gathered all this information, you can share it at a congregational Vision Day asking members of the congregation to do some holy imagining with the team resulting in multiple draft statements.
5. The team can pray over these drafts and discern together what the vision statement will be. A vision statement should be simple and clear, memorable, powerful, reflective, and measurable. In short, a good vision statement inspires movement.

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Name and Empower Leaders Map

1. With a clergy and lay leader, prayerfully reflect on the leaders in your church and their gifts.
2. List out the names of each leader (or potential leader), along with their strengths, connections or resources, and areas of ministry call.

Name	Strengths	Connections	Ministry Call
Ex: Jane Doe	Planning events, communication, details	Time, city council, makes everyone feel welcome	Foster children

3. Highlight areas of strength that compliment your leadership.
4. Circle connections and resources that could enhance your leadership.
5. Begin inviting leaders that you named below into a pattern of empowerment by following the steps (a-d), in order, below.
    a. I do, you watch: invite a leader along with you in a ministry (ex: hospital visit), clarify with the leader that their role is to observe what you say, what you do, your posture, how you navigate challenges
        i. Spend time with this leader reflecting on any questions they have, anything they noticed, where did they sense the Holy Spirit
        ii. Talk through any logistical needs and challenges so the leader will be prepared for the next step
    b. I do, you join: invite the leader to join you in a ministry (ex: hospital visit and you ask them to offer a prayer)
        i. Spend time with this leader reflecting on their experience, what questions do they have, what did they notice, where did they sense the Holy Spirit, what did they feel as they joined in the ministry
        ii. Reflect on your own observation of the leader, where did you see their strengths, where did you sense the Holy Spirit, what you would have done differently and why
        iii. Talk through any logistical needs and challenges so the leader will be prepared for the next step
    c. You do, I join: invite the leader to take the “lead” in a ministry, while you join (ex: lay leader schedules and leads a hospital visit, you join in support and offer a prayer)
        i. Spend time with this leader reflecting on their experience, what questions do they have, what did they notice, where did they sense the Holy Spirit, what did they feel as they led the ministry, where do they sense their own opportunities for growth
        ii. Reflect on your own observation of the leader, where did you see their strengths, where did you sense the Holy Spirit, what you would have done differently and why
        iii. Talk through any logistical needs and challenges so the leader will be prepared for the next step
    d. You do, I watch: invite the leader to take the “lead” in a ministry, while you observe (ex: lay leader schedules and leads a hospital visit, you observe)
        i. Spend time with this leader reflecting on their experience, what questions do they have, what did they notice, where did they sense the Holy Spirit, what did they feel as they led the ministry, where do they sense their own opportunities for growth

ii. Reflect on your own observation of the leader, where did you see their strengths, where did you sense the Holy Spirit, what you would have done differently and why
iii. Talk through any logistical needs and challenges so the leader will be fully equipped and empowered to lead the ministry on their own

Calendar Mapping (for Church)

1. With a team of key leaders and stakeholders, create a one-month snapshot of your church's calendar.

YEAR:

THIS MONTH

SUN	MON	TUE	WED	THU	FRI	SAT

2. Identify areas of the calendar that specifically connect the church to the community.

3. Identify areas of the calendar that are specifically aimed at the spiritual growth of the congregation.
4. Review and compare those two areas.
    a. Are there more opportunities for internal (congregation-focused) spiritual growth than community engagement?
    b. Are there areas of overlap or duplication?
    c. Are there more opportunities for the church to connect to the community than internal (congregation-focused) spiritual growth?
    d. Are there areas of overlap or opportunities for connection between the internal (congregation-focused) spiritual growth and community engagement?

Example: In August, John Wesley UMC has a scheduled “Back to School Blessing” during one of its Sunday morning worship services. John Wesley UMC is right next to a public park that has a sports program with practices every week. John Wesley UMC discerns that their “Back to School Blessing” might connect the church to the community more fully by hosting their “Back to Sports Blessing” on the first week of practice at the park, communicating with coaches and parents ahead of time. The congregation leaders of John Wesley UMC decided to continue supporting and blessing the sports program by volunteering every Saturday at the games and bringing snacks.

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Calendar Mapping (for clergy or lay leader)

1. As an individual ministry leader, create a one-week snapshot of your ministry calendar.

YEAR:

THIS WEEK

SUN	MON	TUE	WED	THU	FRI	SAT
AM	AM	AM	AM	AM	AM	AM
LUNCH	LUNCH	LUNCH	LUNCH	LUNCH	LUNCH	LUNCH
PM	PM	PM	PM	PM	PM	PM
EVENING	EVENING	EVENING	EVENING	EVENING	EVENING	EVENING

2. Identify areas of the calendar that specifically connect the church to the community.
3. Identify areas of the calendar that are specifically aimed at the spiritual growth of the congregation.
4. Review and compare those two areas.
    a. Are there more opportunities for internal (congregation-focused) spiritual growth than community engagement?

b. Are there areas of overlap or duplication?
c. Are there more opportunities for the church to connect to the community than internal (congregation-focused) spiritual growth?
d. Are there areas of overlap or opportunities for connection between the internal (congregation-focused) spiritual growth and community engagement?

Example: Jane Doe is a full-time pastor of a small, rural church. The community around her church is a majority of aging adults and care takers. Her calendar fills up quickly with hospital and shut-in visits. Between congregational care visits and council meetings, she barely has time to develop small groups, plan out worship for the year, or create connections in the community. She decides to extend her shut-in visits an additional 10 minutes each to allow herself time to do a neighborhood prayer walk on the street of each of her shut-ins. Over time, Jane gets to know a live-in caretaker of a person (not connected to Jane's congregation) because they crossed paths during her prayer walk on multiple occasions. Jane offers to visit the care-taker's client to sit with them and offer company. Over time, Jane builds a relationship with this care-taker's client and invites others in her congregation to join her visits. A community begins to form for this care-taker's client and the client is more engaged and feels loved and cared for by a larger community.