

Community of Faith (CoF) – Guidelines for Ministry Articulation Profile (MAP)

Purpose of These Guidelines:

These guidelines are meant to help Communities of Faith (CoF) establish a Ministry Articulation Profile (MAP). Governing bodies are encouraged to engage this process and to involve and keep the CoF informed as they faithfully work toward articulating their ministry and setting goals (at least annual).

This document is an abbreviated version of the *Ministry Articulation Profile (MAP) Guidelines for a Community of Faith handbook* and is equipped with hyperlinks to access corresponding documents.

General Process:

To begin the process you are encouraged to have a meeting with the Conference Program Minister (CPrM) of your Presbytery (or their designate) to get an overview of the process, options available and to answer any questions you may have. Some presbyteries use consultants.

1. Mission Statement

You may find it helpful to have a discussion about your mission statement. Do you have a mission statement? Without scrambling for an annual report can you recite your mission statement? If not, it is probably not guiding your decisions as a Community of Faith.

Here is a helpful article. [Too Much on the Menu: When Churches Lack a Clear Mission](#) by Joseph Yoo.

Two questions to prayerfully ponder:

Why are you doing what you are doing?

Why should anyone outside of your CoF care what you are doing?

Though you may have a discussion about this at the beginning of the process you are encouraged to revisit your Mission Statement at the end of the process to determine if it needs to be revised as a result of your MAP process.

2. Your Context:

As you begin to engage the process take some time to think about who you are and where you are situated.

Spend some time brainstorming:

- a. What words characterize your church? How would you describe yourself?
- b. What words characterize your community? This is where God has situated you. How would you describe your community context?
- c. What strengths and challenges can you identify in your church and community context?
- d. Given the above information, what is God's call to you?

3. Conversations about the categories.

It might be helpful to distribute the category descriptions a week before you are going to discuss them to allow participants to interact with them ahead of time.

Category Descriptions [Full size](#); [Bulletin size](#)

Discuss and record what you are presently doing in each category in your current ministry.

Three options are offered to assist in conversations about the categories and goal setting:

[MAP Option #1 – Conversation Starter](#)

[MAP Option #2 – Questionnaire](#)

[MAP Option #3 – Small Group Approach](#)

4. Goal Setting:

Considering how you have characterized your church and your community context brainstorm broadly some possible goals in each of the ministry categories.

Review all of the potential general goals and narrow them down to be specific goals.

Define your goals so that you can actually see if you're making progress toward them.

- a. Be specific – e.g. pastoral care to whom? By whom? In what settings?
- b. Try to identify how you will measure your goal – how will you know it was achieved?
- c. Be realistic – e.g. is it realistic that every person will be 100% satisfied with the pastoral care we provide?
- d. Be honest – if the goal isn't really relevant and you're only recording it because you feel you have to have a goal in a specific area, don't bother. Only have goals that really reflect what you have discerned your mission priorities to be.
- e. Set achievable goals that won't take the rest of your life. Set goals that you'll see a difference in a year- before you review them again.

It may be unrealistic for you to have more than two or three goals; however, when setting priorities it is important to consider each category even though there may be some categories without specific goals.

- Focus. You might want to consider having only two or three goals and doing them really well.
- You do not have to establish goals in relation to the priorities you set in the ministry categories. (For instance, Worship may be your 1st priority but you feel it is going well so you may want to focus on a goal in Growing in Faith category)
- Develop an action plan for each goal (see appendix 2 for a sample Action plan – attach it to this document).
- Celebrate progress toward your goals. Communicate progress (and barriers) regularly so you can stay on track and help each other move toward the goal.
- Rejoice in failure- learn from the “oops” along the way.

Please see the following goals breakdown sheet to help you breakdown your goals.

5. Priorities:

Next you will need to determine the priorities your congregation has for each of the categories. Two tools are offered for determining priorities: “Gut Instinct” and “Reasoned forced Choice”

Please see the following link: [Setting Mission Priorities.doc](#)

- Another way of using “Gut Instinct” would be to have each of the categories posted on the wall around the room and ask participants to stand under the one they feel is the highest priority. Then eliminate that category and do the same for the second highest priority. Continue until done.
- Category Cards: Slips of paper with each category written on them are another option. Each person has a set and they use them to establish priorities

You can find a blank of the exercise sheets here: [Priorities Exercise sheets](#)

You can find visual instructions here: [PowerPoint for filling out Gut instinct and Reasoned Forced Choice](#)

A helpful priorities tabulation excel sheet can be found here: [Priorities tabulation](#).

6. Recording your information

Fill in the [TC 425 MAP](#) form to record your ministry articulation profile (MAP) and goals.