

Ministry Articulation Profile (MAP) Option 1 Conversation Starter on Ministry Categories

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(adapted by TC CPrM's 160324)

Purpose of These Guidelines:

These guidelines were developed to support Communities of Faith (CoFs) in faithfully reflecting upon their current ministry, ministry context, and where God is leading them (goals). Not all of the questions will fit every situation. You may not like these questions and prefer to come up with your own. That's great. You are free to use whatever format you wish as long as they use the same categories.

Purpose of the Categories:

The categories listed on this form are used for many purposes. Most importantly, they are used by communities of faith (congregations, multi-point pastoral charges, outreach ministries) to consider, discern and record their annual goals. Some of these categories won't make any sense for some communities of faith. Select only those that make sense but at least consider each category before ruling it out. It may be unrealistic for a community of faith 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.

Goal Setting:

1. Focus. You might want to consider having only two or three goals and doing them really well.
2. Develop an action plan for each goal (see below).
3. 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.
4. Celebrate progress toward your goals. Communicate progress (and barriers) regularly so you can stay on track and help each other move toward the goal.
5. Rejoice in challenges - learn from the "oops" along the way. Failure only happens when we don't learn from our mistakes.

Category Title	Types of questions to think about before you complete this section
Growing in Faith (Discipleship)	<ul style="list-style-type: none"> • <i>What does “growing in faith” mean within ministry of your community of faith? If “discipleship” is about supporting people of all ages to grow in their own knowledge and experience of faith – are there words that better describe the activities that you support within your local ministry? (e.g. Sunday School, Youth Group, Confirmation Classes, Seekers’ Group, Bible Study, Prayer Circles, Seniors’ Circles, Spiritual Practices, activities for families, Parents of Teens Support Group etc.)</i> • <i>List all the activities that currently support faith formation and growth.</i> • <i>How important is this for your ministry? Describe why you think this is important or unimportant.</i> • <i>How are these supported by Ministry Personnel? By lay people?</i> • <i>To what extent do you think these activities are effective? How do you know they are? Or aren’t?</i> • <i>How important are small groups to supporting people in the formation of their identities as “disciples” and as members of this community of faith?</i> • <i>How much of your budget is allocated to Growing in Faith activities?</i> • <i>What are the most recent goals you had in this area? What were the results?</i>
Justice, Outreach, Sharing the Good News (Justice & Outreach)	<ul style="list-style-type: none"> • <i>How do you understand “justice,” “outreach,” and “sharing the good news” to be part of your ministry?</i> • <i>Why is it important for you? Is it linked to discipleship, pastoral care, worship – how?</i> • <i>If someone were to visit your community of faith, how would they know you are involved in Justice, Outreach and Sharing the Good News activities?</i> • <i>How do you think you as a community of faith are seen in the local community? Would community members (people who aren’t involved in your community of faith) describe you as being involved in specific local or global community issues? What would those issues be? If you don’t think your community of faith is seen as being involved in local (or global) community issues, how do you feel about that?</i> • <i>In what ways do you “Share the Good news”?</i> • <i>To what extent do you know and utilize General Council resources about specific justice issues? E.g. Environment, First Nations, Intercultural ministry, becoming an Affirming congregation etc.</i> • <i>How are those who are involved in Justice, Outreach and Sharing the Good News activities supported by others in your community of faith?</i> • <i>How much of your budget is allocated to Justice, Outreach and Sharing the Good News activities?</i> • <i>What are the most recent goals you had in this area? What were the results?</i>

Category Title	Types of questions to think about before you complete this section
Leadership	<ul style="list-style-type: none"> • <i>Who do you look to for leadership in your community of faith?</i> • <i>How much responsibility for leadership is placed on Ministry Personnel? On lay leaders?</i> • <i>How does your community of faith support the development of leadership skills in Ministry Personnel? Lay leaders?</i> • <i>What best describes the “style” of leaders that you hope to have within your community of faith? E.g. authoritative, directive, facilitative, collaborative, enabling/nurturing – note: if you are circling them all, think again. It’s almost impossible to have them all.</i> • <i>What are the barriers in your community of faith to achieving your goals? Are there areas of leadership that need to be developed in order for you to achieve your goals? E.g. Are there unacknowledged areas of conflict that prevent you from moving forward? To what extent do you have the skills to address conflict and communication challenges in your community of faith?</i> • <i>How much of your budget do you allocate to leadership development for Ministry Personnel? For lay leaders? For those who are not currently in leadership but who demonstrate interest and potential abilities?</i> • <i>How do you support lay people to discern their gifts for leadership?</i> • <i>What are the most recent goals you had in this area? What were the results?</i>
Wider Relationships (Ministry Partnerships)	<ul style="list-style-type: none"> • <i>How is leadership exercised in your local ministry? At presbytery? At conference or General Council?</i> • <i>How is leadership exercised in your local community? How important is it for your community of faith to be involved with other local leaders (not necessarily within the church) and/or with other faith communities and their leaders?</i> • <i>What are the most recent goals you had in this area? What were the results?</i>
Pastoral Care/ Spiritual Care	<ul style="list-style-type: none"> • <i>How do you define “pastoral care” or “spiritual care” in your setting?</i> • <i>How much time is spent on pastoral care by your current ministry personnel?</i> • <i>To whom is pastoral care provided? (e.g. members, adherents, community members)</i> • <i>Who (in addition to ministry personnel) provides pastoral care now? What training do they have? To what extent are they supported by the ministry personnel?</i> • <i>Are there specific spiritual care needs that you have identified within your community of faith or community for which special skills are required? (e.g. do you have a special ministry for people struggling with addictions, or do you have a large number of seniors? How important is palliative or end-of-life care? Or families of children with special needs etc.?)</i> • <i>Is there a team of trained lay people that support the pastoral care of the minister?</i> • <i>How much of your budget is allocated to supporting pastoral and spiritual care?</i> • <i>What are the most recent goals you had in this area? What were the results?</i>

Category Title	Types of questions to think about before you complete this section
Belonging, Extravagant Welcome, Wellness (Spirituality / Self-Care)	<ul style="list-style-type: none"> • <i>How do you support the development of a community of faith “identity”? How do you build a sense of community within your community of faith?</i> • <i>How do you love and support one another?</i> • <i>How do you encourage each one to find a balance i.e. helping people not to burn out?</i> • <i>How much time do you spend together as a community of faith that isn’t about raising money?</i> • <i>How much do you like each other? How do you have fun together?</i> • <i>How vulnerable and honest are you able to be with each other?</i> • <i>When crisis happens in your life, to what extent do you look to this community of faith as a key source of support and encouragement?</i> • <i>How would you describe the spiritual life of your community of faith?</i> • <i>What are the most recent goals you had in this area? What were the results?</i>
Stewardship	<ul style="list-style-type: none"> • <i>How do you define “stewardship” in your community of faith- does it include all of property, finances and investments, human gifts, information technology, administrative functions (like annual statistics) and care of creation?</i> • <i>How recently have you reviewed your financial situation? Do you have six months’ worth of monthly expenses in case of an emergency of some kind? How do you describe your financial position- healthy? Abundant? Struggling? Near to crisis? Other? What is the “story” behind this description- how did you get here?</i> • <i>Describe the human gifts that you have in your midst – what are your strengths? What are the areas that you need to nurture and grow?</i> • <i>What are the barriers in your community of faith to being good stewards of both financial and human gifts? Are there unacknowledged areas of conflict that prevent you from moving forward? To what extent do you have the skills to address conflict and communication challenges in your community of faith?</i> • <i>How willing are people to contribute their gifts and skills to enliven the community of faith? What is the culture of offering gifts – is it about “being asked”? How do you help people within the community of faith to discern their gifts? To grow and develop their gifts and interests? How do you recognize and thank people for their gifts?</i> • <i>How is “stewardship” kept visible? Who takes responsibility for it now? Is it working? Who do you want to take responsibility for stewardship? How might you do this more effectively?</i> • <i>How comfortable is your community of faith talking about money and human gifts? About sharing these for the health of the community of faith? About how money and sharing human gifts is part of our faith journey?</i> • <i>How much of your budget is allocated to supporting Stewardship activities?</i> • <i>What is the balance between your financial contributions to the wider church e.g. the Mission & Service Fund, and local mission/support of other organizations?</i> • <i>In what ways do you participate in the care of creation? Are there ways you could reduce your “footprint” e.g. reduce, recycle, or reuse?</i> • <i>What are the most recent goals you had in this area? What were the results?</i>

Category Title	Types of questions to think about before you complete this section
Worship	<ul style="list-style-type: none"> • Describe the demographic profile of your community of faith at worship. (You may have to describe multiple profiles if your community of faith offers more than one worship opportunity.) • What words describe the current “style” of worship in your community of faith? (e.g. traditional order of service with hymns, prayers led by one person, 20 minute sermon/reflection, Scripture readings; contemporary with shorter sermon, more music, variety of prayer styles; reflective with lots of time for silence and contemplation; etc. • What describes your <u>experience</u> of worship? • What makes worship inspiring for you? • How often do you find worship, “inspiring?” (e.g. Every week, frequently, infrequently, rarely, never) • What contributes to inspiring worship (e.g. people prepare themselves for worship and come to fully participate, music, prayers, style of worship leadership etc.) – Note: if you are answering “the minister” to this question, <u>think harder</u>. • How do you support Ministry personnel to grow in their worship leadership? How do you support lay people to grow in their worship leadership? • How important is leadership by Ministry Personnel and lay people in worship? • How much of your budget is allocated to providing inspiring worship? • In what ways do you worship outside of Sunday morning? • What are the most recent goals you had in this area? What were the results?

Copy as many times as needed. One for each goal.

GOAL STATEMENT #__:			
Actions to be taken	Action	Date	Responsible
	<i>This section may have multiple steps in it and with different dates.</i>		
Resources to be committed:	Budget? Time of Ministry Personnel or other staff? Volunteers? Space?		
Who will take the lead? Who else will be involved?	Lead: Working Group members: What role with Ministry Personnel and other staff play? Any?		
How will progress be measured?	<i>Come up with 2-3 different ways you are going measure progress.</i>		
How often will progress be reported? How and by whom and to whom?	<i>Record here things like: we will measure at the end of June and the end of December. We will report to the local ministry through the weekly bulletin and in the annual report as well as at the Annual Meeting and the Board/Council meeting that precedes it.</i>		
Status of this goal at time of annual review:	<i>Record here how you did, what you learned, what you feel you achieved that you didn't expect, and how you are going to celebrate.</i>		