

Toronto Conference of The United Church of Canada

Toronto Conference Ministry Articulation Profile (MAP)

Handbook for a Community of Faith (CoF)

September 2016

Purpose of This Handbook:

This Handbook is 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).

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.

A helpful article on mission statements can be found here:

<http://www.ministrymatters.com/all/entry/5855/too-much-on-the-menu-when-churches-lack-a-clear-mission>

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.

Click here for [Category Descriptions](#)

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: Click for

[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 ministry 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 [Action Plan for a MAP Goal](#)).
- 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.

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 links: [Setting Mission Priorities](#)

Another way of using “Gut Instinct” would be to have each of the categories posted on the wall around the room and ask each person 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 – Individual - are another option. Each person has a set of cards and they use them to establish priorities)

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

A PowerPoint for filling out “Gut Instinct” and “Reasoned Forced Choice” can be found here:

<https://torontoconference.ca/resources/map-powerpoint-decision-making/>

An Excel sheet to help tabulate the priorities exercise sheets and produce a graph can be found here:

<https://torontoconference.ca/resources/map-priorities-tabulation/>

6. Recording your information

Fill in the Ministry Articulation Profile TC 425 (MAP) found here:

<https://torontoconference.ca/resources/tc-425-map-ministry-articulation-profile-map/>

Basic descriptions of Ministry Categories

Ministry Category	<u>Description</u>
Growing in Faith (Discipleship)	Providing opportunity for faith exploration, dialogue and formation in discipleship. (e.g. Sunday School, youth programme, UCW, men’s groups and other adult groups, book club, God and Guinness, spiritual practices)
Justice, Outreach, and Sharing the Good News (Justice and Outreach)	Reaching beyond our doors to the vulnerable and marginalized; striving for equity and justice for all; living in right relations; interculturalism, evangelism. (e.g. sponsoring refugees, advocacy for missing and murdered indigenous women; community gardens; community round tables, telling my story/sharing my faith using various media)
Leadership	Describing how you identify, develop, empower, and support lay leadership; understanding leadership styles and roles (both paid accountable ministers and lay leaders) (e.g. expectation of leadership style of ministry personnel; encouragement and training of lay worship leaders, pastoral care, faith formation, governance, stewardship, communication)
Wider Relationships (Ministry Partnerships)	Connecting with: a) church - Presbytery, Conference, General Council, ecumenical (e.g. Kairos, chaplaincy, various denominations) and inter-faith groups (e.g. Jewish Christian dialogue, Muslim Christian dialogue) b) community organizations (e.g. hospice, women’s shelters, community theatre, local community business groups)
Pastoral /Spiritual Care	Compassionately walking alongside people in their life journey. Transforming lives within and outside of the community of faith. (e.g. Accompanying and responding to the spiritual needs of people living with addictions, hospital stays, bereavement, palliative circumstances, economic or mental health challenges, relationship troubles, being shut-in, cancer, depression, ethical issues, stress, giving and receiving forgiveness)
Belonging / Extravagant Welcome / Wellness (Spirituality / Self-Care)	Building a sense of identity and belonging by being a welcoming and inclusive community. Balancing body, mind, and spirit. (e.g. activities outside of Sunday worship that build relationships, attention to accessibility (marriage, baptism, and funeral policy; physical accessibility, gender identity, sexual orientation) care for staff and volunteers (time, health, clarity of position descriptions))
Stewardship	Faithful abundant living through time, talent, treasure, and care of creation. (e.g. property use, financial giving and management, human gifts, use of technology, green strategies, environment, both individually and collectively)
Worship	Communal expression of our faith in public ritual at any time or place (prayer, Scripture, song, etc.) (e.g. Sunday morning, Ash Wednesday, Sunrise Service, Business prayer meeting, prayer walk, House Church worship on a Wednesday)

Ministry Articulation Profile (MAP) Option 1 - Conversation Starter

Created by Kathy Underwood
(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 [Action Plan for a MAP Goal](#)).
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 – <u>note: if you are circling them all, think again. It’s almost impossible to have them all.</u></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?

Ministry Articulation Profile (MAP) Option 2 - Questionnaire

Developed by Bonnie Greene.
(Revised by TC CPrM's 160324)

Purpose of These Guidelines:

This "Questionnaire" is intended 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 question's options will fit every situation. They are intended to foster conversation as you reflect upon the 8 ministry categories and how they relate to the ministry of your community of faith. You may prefer to come up with some of your own questions and/or options. 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 are used by communities of faith (congregations, multi-point pastoral charges, outreach ministries) to consider, discern and record their annual goals. It may be unrealistic for a community of faith to have more than two or three goals; however, it is important to consider each category even though there may be some categories without specific goals. Prayerfully consider each category before ruling it out.

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 [Action Plan for a MAP Goal](#)).
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.

GROWING IN FAITH (Discipleship)

1. For whom does our church offer faith growth opportunities?

- nursery and pre-school children
- school-age children
- jr. high and high school age students
- post-high school youth
- adults
- other _____

2. What types of faith and discipleship growth do we encourage in our congregation?

- growing in **knowledge** of God, the Bible, theology, etc
- growth through **spiritual practices** (e.g. prayer, meditation, journaling, daily offices, etc.
- growth in **service** to others in the community
- growth in **generosity**
- other _____

3. What activities does our congregation use to give people a chance to grow in faith/discipleship?

- Sunday School classes
- youth groups
- confirmation class
- Bible study
- study groups in small groups
- speaker series
- devotional materials or sermon notes in the bulletin
- video courses (your own or purchased)
- Christian Basics for newcomers
- on-line learning (podcasts, video-casting)
- other _____

4. Who takes responsibility to organise and lead the faith growth/discipleship opportunities in our church?

- the minister
- the minister and a lay leader
- a lay leader
- Sunday School superintendent
- youth minister
- Christian Education Committee
- other _____

5. Our definition of faith growth/discipleship at our church is:

6. The priority of faith growth or discipleship in our congregation is:

- high
- medium
- low
- growing
- other _____

7. The effectiveness of our current activities is:

- effective for the people who choose to participate
- reaches about half of the people in the congregation over a year
- reaches people in the community
- needs to be strengthened
- other _____

Growing in Faith GOALS

Now thinking about faith growth and discipleship as a ministry area in our church, what goals do we have for strengthening it?

- involving more people in faith growth activities
- starting a faith growth program for adults
- adding an additional type of faith growth to what we do now
- training some lay leaders to lead faith growth opportunities
- developing a Christian Basics course

OTHER _____

How would this goal help us advance our overall mission as a congregation?

JUSTICE, OUTREACH, AND SHARING THE GOOD NEWS

(Justice and Outreach) - Reaching Beyond our Doors

1. How is our congregation involved in outreach in our community?

- food bank
- clothing bank
- out-of-the-cold for homeless
- involvement with women's shelter
- activities for at-risk kids (tutoring, sports, music, etc.)
- breakfast program
- visits to isolated seniors in nursing homes
- social housing
- sponsoring refugees
- a church-owned community ministry
- other _____

2. How is our congregation involved in issues beyond our local neighbourhood, such as poverty, the environment, equality rights, global justice, development, etc.?

- educational events on issues
- advocacy at provincial or federal levels
- contributing funds to justice organisations
- participating in ecumenical justice organisations (e.g. KAIROS)
- other _____

3. How does our congregation identify community needs?

- through members of the congregation who bring them in
- through the minister
- through relationships with community organisations (school principals, the food bank, health centres, voluntary organizations, other...)
- through walking tours of the neighbourhood
- through formal partnerships with organisations serving the neighbourhood
- other _____

4. What people from vulnerable or marginalized groups are within our congregation?

- unemployed
- low-income
- homeless
- hungry
- refugees
- new immigrants
- terminally ill
- mental health patients
- ex-prisoners
- other _____

5. How do people find out about your engagement in justice and outreach?

- website
- people in the congregation take the word out
- local newspaper
- strong advertising on bulletin boards inside the church
- annual report
- other _____

6. The resources we use to support our justice & outreach work come from:

- our own people develop them
- a local organization
- other Christian or community groups
- the General Council Office of the United Church
- other _____

7. Our congregation supports members involvement through:

- a committee
- the Minister
- a staff outreach worker
- other _____

8. How do the people of the neighbourhood get to know about our church and what it offers?

- ads in the newspaper
- flyer distribution
- events held outside the church for the neighbourhood
- our minister circulates
- family connections (e.g. baptism, funeral, etc.)
- events and groups for the community (e.g. self-help groups, cancer support, addiction, etc.)
- community dinners
- our individual members tell their friends and neighbours
- large road signs for special occasions
- website
- social media (Facebook, You-Tube, etc.)
- other _____

Justice, Outreach, and Sharing the Good News GOALS

- Thinking about the way our congregation presently engages our neighbourhood, what goals do we have for strengthening it?
- raising the profile of our congregation in the minds of our neighbours
 - developing a project that meets a neighbourhood need and we have the gifts to run
 - forming a partnership with a community organization and engaging our members in its works
 - inspiring each member to serve in a community organization
 - developing a project that addresses a provincial or national or global need
 - running a series of educational events on issues of relevance to our neighbourhood
 - other _____

How would this goal relate to our mission as a congregation?

LEADERSHIP

1. Our church is governed by:

- a Council
- a Board
- a Session/Board of Elders
- Committee of Stewards
- Mission or Management Team
- Streamlined Board
- Board of Trustees
- other _____

2. We ask the minister to play the following role in church governance:

- work with the chair to prepare Council/Board agendas
- prepare reports for the Council/Board
- chair the Board/Council
- offer spiritual insight primarily
- communicate Council/Board decisions in the church
- other _____

3. The ministry goals for our church are set by

- the Council/Board
- the Minister
- the committees of the church, with budget allocated by the treasurer
- other _____

4. Planning for church programs is done by:

- the Council/Board
- the Minister
- the committees of the church
- other _____

5. The way our congregation supports the development of leaders in our congregation is:

- an orientation session for our board/council members
- workshops for people thinking about leadership roles

- mentoring system for new leaders
- tuition paid for courses to develop leadership
- other _____

6. The style of leadership we prefer is:

- collaborative
- enabling/coaching
- authoritative
- directive
- democratic
- creative or innovative
- managerial
- other _____

Leadership GOALS

Thinking about leadership in our congregation presently, what goals do we have for strengthening that area of our life?

- developing a system for identifying and equipping new leaders
- being clear what we're asking our minister to do in leadership
- putting some activities on hold until we have enough volunteers/leaders for them
- clarifying our vision and mission
- other _____

How would this goal relate to our mission as a congregation?

WIDER RELATIONSHIPS (Ministry Partnerships)

1. The ways our church is involved in the wider church and community are:

- our representatives serve on presbytery and regularly report back
- our Minister serves in at least one way in the wider church
- our Minister(s) serves as a volunteer in a community organization relevant to the congregation's mission
- our church recruits members to volunteer in key ecumenical and/or other ministries in the community
- our church has a major community
- our church has partnerships with community organizations where our church is located
- organizations count on us to contribute funds or in-kind supports for their work
- other _____

Wider Relationships GOALS

Thinking about the way our congregation presently reengages ministry partnerships, what goals do we have for strengthening that area of our life?

- developing a firm link with a community organization that fits our sense of mission
- encouraging our Minister to get to know more community organizations that we might be a help to in some way
- creating a place for our presbytery representatives to report back to our congregation
- other _____

How would this goal relate to our mission as a congregation?

PASTORAL / SPIRITUAL CARE

1. For whom does our church provide pastoral care:

- people in hospital
- people who've been bereaved
- children
- people in hospice or palliative care
- neighbours struggling with unemployment, poverty, mental health issues, illnesses, etc.
- relatives of people who are ill
- families
- families with people with special needs
- people in relationship trouble
- people with addictions
- shut-ins
- other _____

2. What kind of spiritual needs does our pastoral care program address?

- disabling guilt
- low self-esteem
- giving and receiving forgiveness
- grief
- relationship issues
- inability to connect with God
- stress
- ethical issues
- other _____

3. Who provides pastoral care in our church?

- The minister
- A trained team of laypeople
- A designated staff person
- All members of the congregation
- People needing care (self-help groups)
- Other

4. In what settings is pastoral/spiritual care provided?

- people's homes
- small groups at the church
- family gatherings
- nursing homes or palliative care facilities
- hospitals
- retreat centres
- coffee shops
- restaurants
- the church
- prison or detention centre
- other

5. The ways we train and equip our pastoral care givers are:

- the Minister provides a training session
- we bring in a training once a year or so
- we send people to a course
- people from the congregation with a background in this area mentor
 - people new to the work
- we don't provide training
- other _____

6. The amount of time we spend on these activities in a week in our congregation would be:

- 0-10 hours
- 11-20 hours
- over 20 hours
- don't know
- other _____

Pastoral / Spiritual Care GOALS

Thinking about pastoral and spiritual care as a ministry area in our church, what goals do we have for strengthening it?

- deciding where to focus our pastoral/spiritual care ministry
- developing a trained team of laypeople to head up pastoral care
- establishing a self-help group in the church for a specific pastoral/spiritual need
- other _____

How would this goal relate to our mission as a congregation?

BELONGING / EXTRAVAGANT WELCOME / WELLNESS
(Spirituality / Self-Care)

1. The ways we build a sense of belonging in our local church community include:

- ___ the minister preaches regularly on our mission
- ___ we regularly hold social events
- ___ all of our meetings include a “fellowship” time
- ___ we have a ministry team that supports people in major life events--like illness, funerals, hospitalization, etc.
- ___ we keep a community prayer list
- ___ our greeters & hospitality people are recruited and equipped to increase the sense of hospitality for everyone who walks through our doors
- ___ we set an expectation that loving relationships will mark our life as a Christian community
- ___ we intentionally build a sense of identity and belonging
- ___ other _____

Belonging / Extravagant Welcome / Wellness GOALS

Thinking about the way our congregation presently relates as a community of love and care, what goals do we have for strengthening that part of our life?

- ___ asking the Minister to preach on Christian community
- ___ training our committees to attend to community building in their meetings
- ___ recruiting and equipping people who will build a sense of community
- ___ increasing social events
- ___ other _____

How would this goal relate to our mission as a congregation?

STEWARDSHIP

1. The areas of church life that we include under the “stewardship umbrella” are:

- ___ inspiring giving for the mission of the church
- ___ volunteering (human gifts)
- ___ finance and investments
- ___ property
- ___ information technology
- ___ administration (incl. annual statistical forms)
- ___ other _____

GIVING

1. Our church encourages people to give by:

- ___ an annual commitment campaign
- ___ providing envelopes
- ___ encouraging people to sign up for e-giving (PAR, on-line giving, etc.)
- ___ talking about money in sermons
- ___ educational information about the mission of our church
- ___ regular giving challenges
- ___ other _____

2. The ideas we draw on in our stewardship program are:

- ___ your giving helps the church meet the budget
- ___ the church needs money
- ___ everything costs more, so we need you to increase your giving
- ___ your giving is an investment in the mission of this church
- ___ giving generously is a way of growing in faith
- ___ other _____

3. Our present stewardship program produces donations that account for:

- less than 50% of the operating budget
- 50-60% of the operating budget
- 61-80% of the operating budget
- 81-100% of the budget

4. The people who lead our stewardship efforts are:

- the finance team
- an individual with a stewardship focus
- a special stewardship committee
- the minister, plus a committee (finance or stewardship)
- other _____

5. We keep the “giving” component of stewardship visible in the congregation through:

- a letter to every member 1 or 2 times a year
- regular updates on where the congregation is in its giving at key points in the year
- announcements, skits, or presentations during the service
- other _____

HUMAN GIFTS (Volunteering)

1. Our church encourages people to offer their gifts in ministry through:

- general announcements
- tapping people on the shoulder
- doing a spiritual gifts and passions audit & assigning them accordingly
- emphasizing “service” as a means of faith growth
- offering leadership training for volunteers
- other _____

2. We have lay people offering their gifts in

- worship planning
- faith growth for children & youth
- faith growth for adults
- service projects in the community
- administration
- music
- governance (board, finance, etc.)
- property
- pastoral care
- other _____

3. We recognize people for the gifts people give in ministry by:

- a thank you note from the minister or key leaders
- regular thanks to people in church
- an annual volunteer appreciation event
- other _____

4. The areas where we have the strongest gifts are:

- management
- worship
- working with children
- outreach in the community
- finance
- faith development
- other _____

5. The areas where we gifts are to be offered are:

- management
- worship
- working with children
- outreach in the community
- finance
- faith development
- other _____

6. With respect to the number of volunteers we need, our church:

- ___ has all the volunteers we need
- ___ has a smaller number of people doing more work every year
- ___ has to cancel some projects for lack of volunteers
- ___ other _____

FINANCE & INVESTMENTS

1. The administration of the financial side of our church's life is managed by:

- ___ an envelope secretary
- ___ the treasurer
- ___ a fee-for-service bookkeeper
- ___ an administrator on staff
- ___ volunteers
- ___ other _____

2. Our church relies on the following to fund its operating budget:

- ___ donations from the people of the church
- ___ rental of the church's space
- ___ reserves
- ___ major fundraiser
- ___ grants
- ___ special appeals
- ___ other _____

4. The church's finances are:

- ___ sufficient to make our ministry sustainable into the foreseeable future
- ___ growing year-over-year
- ___ declining year-over-year
- ___ a major source of stress for the congregation
- ___ other _____

5. Our financial situation is:

- ___ healthy
- ___ in crisis
- ___ our financial obligations (including those to the wider church) are paid in full and on time
- ___ backed up by 6-months operating budget in reserves
- ___ other _____

PROPERTY/IT/ADMINISTRATION

1. Our church's property includes:

- ___ church building
- ___ manse
- ___ a building for a social ministry
- ___ a camp
- ___ a cemetery
- ___ other _____

2. The property/properties are managed by:

- ___ a committee of volunteers
- ___ a sexton or custodian
- ___ a property manager
- ___ other _____

3. The church's buildings are

- ___ fully used for its ministries and programs
- ___ inadequate for the congregation's ministries
- ___ needed for its ministries and programs on weekends primarily
- ___ much bigger than our congregation's size requires
- ___ shared with a school or other substantial group
- ___ consistently maintained and in good condition
- ___ in need of modest repairs
- ___ in need of renovation
- ___ in need of expansion
- ___ other _____

4. In the neighbourhood, our building

- is visible from main roads
- surrounded by significant parking
- fully accessible
- clean and up-to-date
- adjacent to church-owned housing
- other _____

STEWARDSHIP, FINANCE & PROPERTY GOALS

Thinking about stewardship in our congregation, what goals do we have for strengthening it?

- increasing the number of people who give to our operating budget
- reducing our reliance on fundraisers or rentals to balance the budget
- reducing expenses
- developing a plan to get out of debt
- increasing the number of people volunteering in the congregation
- strengthening our finance team
- developing a property management team
- reducing the cost of the building as a proportion of our operating budget
- developing a plan for renovations to make our building more supportive to our mission
- other _____

How would this goal relate to our mission as a congregation?

WORSHIP

1. The overall style of our worship is:

- formal
- semi-formal
- informal
- other _____

2. Our worship is planned for:

- boomers and seniors
- young families and youth
- seniors primarily
- people who are long-time United Church members
- people with little or no UCC or church background
- recent immigrants
- other _____

3. Our services are usually:

- God-centred
- Jesus or Christ-centred
- Spirit-centred
- all three
- world-centred
- other _____

4. Our primary source(s) of music are:

- Voices United
- Voices United, plus More Voices
- more contemporary hymns of our own selection
- secular music that lends itself to worship
- other _____

5. Worship is led by:

- the minister primarily
- the minister and the musician primarily
- the minister, the musician, and a lay host or presider, plus readers, singers, etc.
- other _____

6. The parts of worship lead by lay people are:

- announcements
- congregational singing
- Scripture reading
- performance music (choral or solo)
- children's time
- offering
- sermon
- prayer
- other _____

7. The congregational music in our service is led by:

- the minister
- the organist/pianist
- a song leader
- the choir
- a vocal team
- other _____

8. In our worship we use

- an adult choir
- a children's choir
- a youth choir
- a band
- other _____

9. The style of music we use most often is:

- classical
- classic hymns
- spirituals
- world
- rock
- pop
- jazz
- country
- other _____

10. What elements of multisensory worship do we use in our church:

- projected words for singing
- short video clips
- filmed interviews of people in the congregation or events in the church or community
- recording of the service for CD or DVD
- live web-casting
- drama
- liturgical movement
- audio enhancement
- closed-circuit broadcast within the building
- announcement loops
- other _____

11. The sermon style we enjoy is:

- a text read by the minister
- a message delivered by the minister from notes
- a message delivered without notes
- a dialogue between the minister & a lay person
- a series of short reflections scattered throughout the service
- other _____

12. Prayer in worship is:

- read in unison from a bulletin
- lead by the minister from prepared text
- lead by a lay person or worship host
- offered by the people in worship giving their
- offered by one people, with time left for individuals to offer their prayers
- other _____

13. Worship in our church relies on a printed bulletin for:

- readings and prayers
- communicating announcements and information the congregation needs
- devotional materials for people to use during the week
- other _____

14. Worship planning in our church is done by:

- the minister
- the minister and the musician
- a worship team
- other _____

WORSHIP GOALS

Now thinking about worship as a ministry area in our church, what goals do we have for strengthening it?

- making our worship more accessible to the people in our neighbourhood;
- increasing lay participation in leading worship
- increasing the multisensory components of our worship
- making our worship more family-friendly
- developing a program for “assimilating” guests or visitors into our congregation
- growing our worship’s capacity to inspire greater faith in people
- other _____

How does this goal help us advance our overall mission as a congregation?

RANKING OUR GOALS

Most congregations can only get something done by working in a few areas at a time. Therefore, decide which areas it’s most important for you to work on in the coming year:

- _____ Growing in Faith
- _____ Justice, Outreach, Sharing the Good News
- _____ Leadership
- _____ Wider Relationships
- _____ Pastoral / Spiritual Care
- _____ Belonging / Extravagant Welcome / Wellness
- _____ Stewardship
- _____ Worship

Given the areas we’ve chosen, what are the most important goals for us to work on in those areas for the next year?

Area 1 _____
GOAL:

Area 2 _____
GOAL:

Area 3 _____
GOAL:

Area 4 _____
GOAL:

Break down your goals to make sure they happen.

See [Action Plan for a MAP Goal](#)

CONGREGATION'S CULTURE & CORE VALUES

1. In our congregation *spiritual vitality*

- ___ is a path some people choose to follow
- ___ has been growing over the past few years
- ___ is something we practise corporately
- ___ is God-centred
- ___ other _____

2. In our congregation, we are a *close-knit family*, for example,

- ___ coffee hour is well-attended and noisy
- ___ people love to have church suppers
- ___ people have good friends in the congregation
- ___ people know they can count on each other
- ___ people meet as friends during the week
- ___ other _____

3. In our congregation we work for *social justice*, for example,

- ___ people belong to community action groups
- ___ people volunteer in community service groups
- ___ the congregation welcomes services on the topics relevant to justice
- ___ the congregation raises funds for projects outside our neighbourhood
- ___ other _____

4. The people of this church feel positive about our *denominational heritage* by,

- ___ contributing to the Mission & Service Fund
- ___ attending events offered by the church
- ___ collaborating with other congregations of our denomination
- ___ we value stories of the church's ministries and of partner churches overseas
- ___ other _____

5. We pursue *ethno-cultural diversity* in our congregation,

- ___ making sure the worship leadership is diverse
- ___ people of Anglo-Saxon origin make friends with people in the congregation from other parts of the world
- ___ we've adjusted our worship and music to let people from different ethno-cultural backgrounds feel more at home
- ___ other _____

6. The people of our church value *Christian integrity*, for example,

- ___ sharing their faith with children and youth
- ___ standing up for what's right matters to us
- ___ doing the right thing in the way we run our church is part of who we are
- ___ other _____

7. We value *excellence* as a way of honouring God and people by,

- ___ keeping our church and parking lot "guest-ready" at all times
- ___ running only programs we can do well
- ___ investing in training for people who volunteer in the church
- ___ keeping our print, visual and music production with the quality in the culture
- ___ other _____

8. Being an *outwardly-focussed church* matters to us by,

- ___ going out of our way to meet the neighbours
- ___ getting rid of "insider" language and habits to make the church accessible to guests
- ___ doing justice and service projects in the community
- ___ evangelizing
- ___ welcoming new people into our congregation regularly
- ___ other _____

9. Our congregation values *innovation*, such as:

- ___ introducing new elements in worship
- ___ starting new outreach projects regularly
- ___ up-dating our educational programs every few years
- ___ welcoming the ideas of people who are new to the church
- ___ other _____

10. The people of our congregation look for the church to have a *strong impact on their faith* by:

- ___ experiencing God's presence in worship
- ___ inspiring us to live more closely to God
- ___ offering support for a God-centred family life
- ___ encouraging us to make everything about the church's life as close to Christian ethics as we can
- ___ other.

11. Our congregation values the *contribution of everyone* ("priesthood of all believers"), for example,

- ___ we are like-minded as a church
- ___ we take most decisions by consensus
- ___ we ask everyone to volunteer in our church
- ___ children and teens are included in leadership in our church
- ___ we rely on the people of the church to bring their insights about faith and discipleship into the congregation's life
- ___ our board/council consults the members before taking decisions
- ___ our board/council opens itself up to the congregation for accountability
- ___ other _____

12. Our congregation looks for *God's direction* in its life, for example,

- ___ prayer is an important part of our decision-making
- ___ we are able to take big risks when we feel God's leading
- ___ we look to our minister to help us bring the faith into every part of our life
- ___ other _____

RANKING THE VALUES

Rank the items below to indicate which ones are strongest in your congregation's life. Rank them from 1-11, using 1 for the top value and 11 for the lowest value.

- ___ spiritual vitality
- ___ close-knit family
- ___ social justice
- ___ denominational heritage
- ___ ethno-cultural diversity
- ___ Christian integrity
- ___ excellence
- ___ outward-focussed church
- ___ innovation
- ___ a strong impact on faith
- ___ contribution of everyone
- ___ God's direction

Ministry Articulation Profile (MAP) Option 3 - Small Group Approach

(Prepared by John Neff – Northern Waters Presbytery)

This document has been prepared as a resource to assist Communities of Faith (CoFs) in determining a Ministry Articulation Profile (MAP) and action plan (goals). The intent is to help raise awareness, foster discussion, set goals, and evaluate ongoing success as you faithfully and prayerfully search out your understanding of God's ministry among you.

In small groups, work through the following six steps, allowing adequate time for each. Diversity in your small group will be beneficial. (Consider things like age, cultural background, people who are differently abled, people on the margins, and representation from different groups in the Community of Faith (CoF), etc.)

Take enough time in the session: pray, raise some of the issues, and note questions that arise. It is hoped that this will generate further discussion as you wrestle with whom God has called you to be in ministry and in your ministry context.

(As an alternative you may choose to use the attached sheet, fill it out individually and then come back together in the group to share your thoughts.)

Step 1: Identifying the needs in your Community of Faith

In the centre of a large sheet of paper, draw a symbol to represent your community of faith. Around the symbol, write down the needs of people in the community of faith. The needs might be physical, spiritual, emotional, mental or social.

Needed:

- Two large sheets of paper
- Pens/pencils/pencil crayons

Step 2: Identifying the needs in your community context

In the centre of a large sheet, draw another symbol and write the name of your area underneath. Write down all the different things (people, organizations and activities) in the area. (They may include schools, community groups, and leisure activities.) If you don't know all that is available, how could you find it out?

Needed:

- Two large sheets of paper
- Pens/pencils/pencil crayons

On the second sheet, underneath the people, organizations and activities, write down what needs these aim to meet. Think about and list the needs that remain unmet.

You may consider talking with local groups and organizations to get other perspectives on the needs and interests in the area. (Take care not to raise expectations that cannot be met)

Step 3: Rejoice in the gifts and abilities of the community of faith

Draw a picture of your building facility in the centre of a large sheet of paper. Brainstorm all the different assets the community of faith has, both physical (the building, facilities, equipment and so on).

Needed:

- A large sheets of paper
- Pens/pencils/pencil crayons

Continue considering availability of people and skills (include life skills, personality types, spiritual gifts). What gifts and abilities do people have?

Step 4: Identifying strengths and challenges of your community of faith

What is your Community of Faith able to offer to the local community? Are there ways in which your Community of Faith can reach out in the local area?

A good way of assessing is to look at your church using the following:

Strengths: what is being done well with the resources, people and buildings available?

Challenges: consider what you are unsuccessful at doing or do ineffectively (honesty is best).

Opportunities: What opportunities to reach out within the Community of Faith are there, or opportunities to reach out to specific community needs?

Obstacles: What are the potential stumbling blocks? For example, the limits of the community of faith building, limited number of people to do the work, people with insufficient skills and knowledge, and so on.

Step 5: Forming your Ministry Articulation Profile and planning your goals

How does the information from Steps 1, 2, and 3 inform your Ministry Articulation Profile in the 8 ministry categories? Growing in Faith, Justice/Outreach/Sharing the Good News, Leadership, Wider Relationships, Pastoral/Spiritual Care, Belonging/Extravagant Welcome/Wellness, Stewardship, and Worship (see [Category Descriptions](#))

Select one or two needs in your community of faith and/or local area related to each of the 8 ministry criteria which you think need consideration. How might you start to meet these needs? How will you know when you have met them? (see [Action Plan for a MAP Goal](#))

One planning method is the use of SMART goals.

Specific: For example, a goal that says, “be there for the elderly” is good but too vague. You will never know if you've met it, and then people will get discouraged. A goal “to provide an opportunity for local elderly folk to talk over tea/coffee about challenges they face” is a lot clearer.

Measurable: For example, “by the end of September we will have run a coffee drop in for one week.”

Attributable: Tasks should be assigned to specific people so that everyone is aware of their responsibilities.

Realistic: The task should be a small step forward, not a giant leap. The goal should be attainable.

Time-bound: The goal should be attained within a specific timeline, giving you a clear indicator of achievement. Having a time-bound goal enables you to look back and, if you've set your goals right, celebrate your success.

Step 6: Determining Feasibility

Now you have some goals for each of the 8 Ministry Categories. Review the potential goals and determine what is feasible for your community of faith and set them in priority.

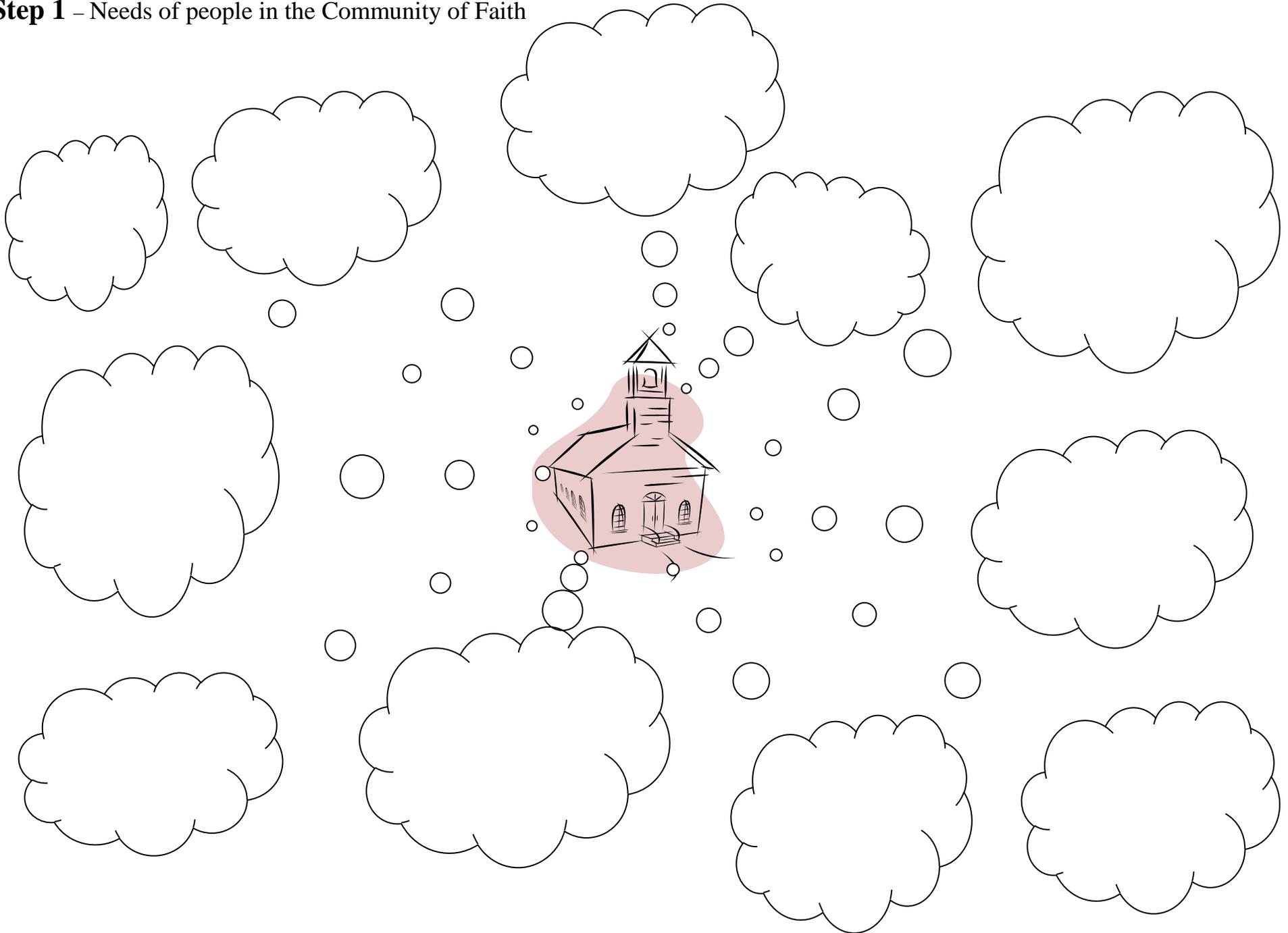
Step 7: Accomplishing your Goals

A planning chart might be used to plan out the task. First the goal is set, and then the plan broken down into tasks that need to be achieved to meet that goal. At the top of the chart is a time frame, and at the right-hand side is the list of who is responsible for each task. This shows clearly who is responsible for what, in achieving each step and checking whether the whole task is on target.

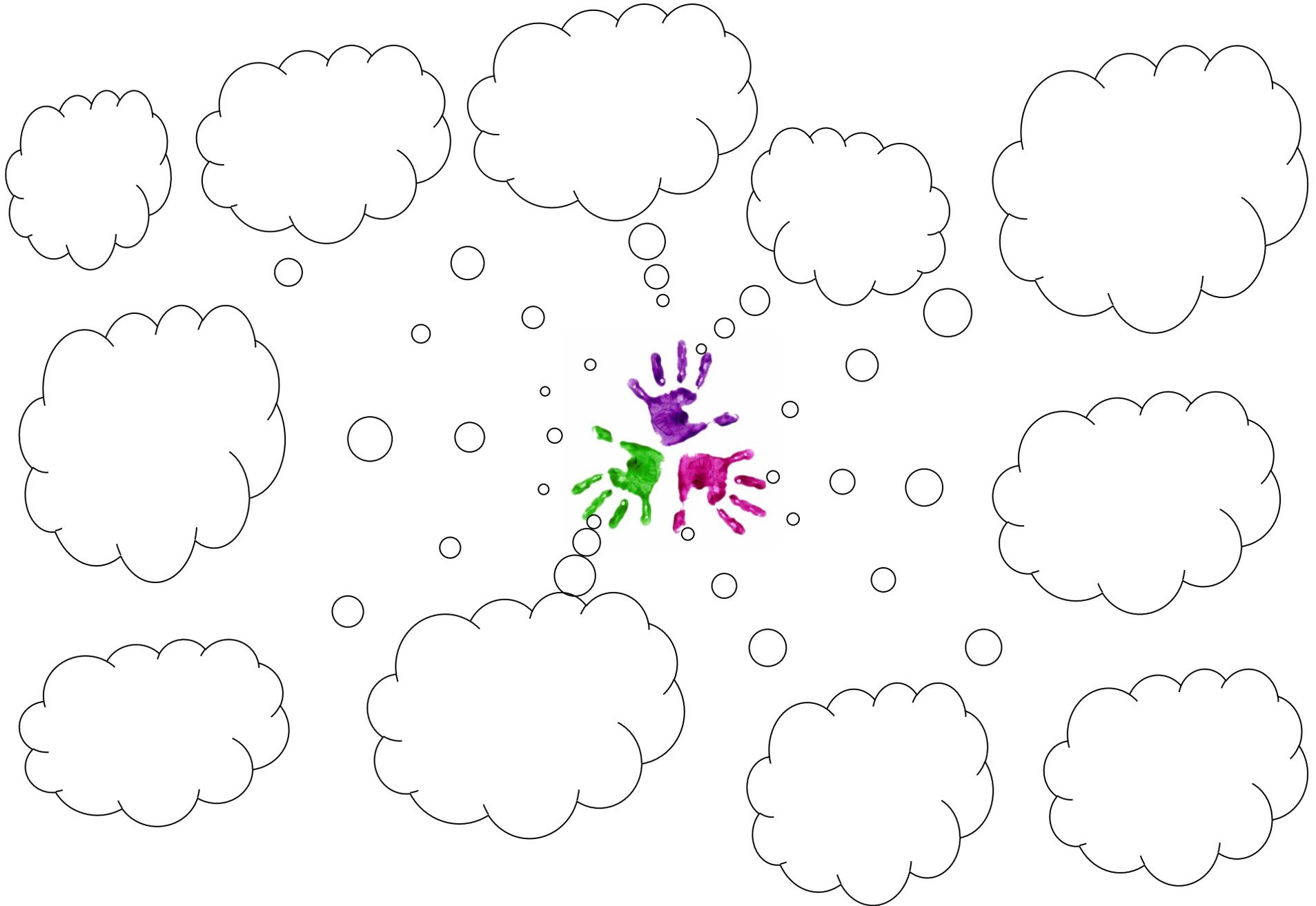
Planning chart example

Ministry Category: Justice/Outreach/Sharing the Good News				
Ministry Goal: To have a coffee house by the end of Sept for elderly folk to talk about the challenges they face.				
Time Frame	End of July	End of August	End of Sept	Responsible
Task 1	arrange a space			Tom
Task 2		buy supplies		Jane
Task 3	make a list of potential participants			Mark
Task 4		call people		Julie
Task 5			Have first meeting	Jane
Task 6			Review how it worked	All
Task 7			Make another goal	All

Step 1 – Needs of people in the Community of Faith



Step 2 – Needs of people in the community context



Step 3 – Assets / Gifts and Abilities

Building

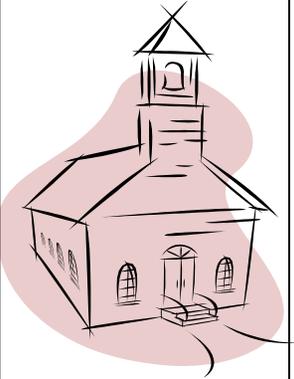
A collection of 14 empty ovals arranged in a grid-like pattern for listing building assets. The ovals are arranged in four rows: the first row has two ovals, the second and third rows have three ovals each, and the fourth row has two ovals.

People

A collection of 14 empty ovals arranged in a grid-like pattern for listing people assets. The ovals are arranged in four rows: the first row has two ovals, the second and third rows have three ovals each, and the fourth row has two ovals.



Step 4 – Strengths and Challenges

Strengths	Challenges	Opportunities	Obstacles
			

Step 5 & 6: Chart – Ministry Articulation and Goals; Determine Feasibility; Set Priorities

Mission Category	Need	Goal	Priority
Growing in Faith		#1	_____
		#2	
Justice, Outreach, Sharing the Good News		#1	_____
		#2	
Leadership		#1	_____
		#2	
Wider Relationships		#1	_____
		#2	
Pastoral/ Spiritual Care		#1	_____
		#2	
Belonging, Extravagant Welcome, Wellness		#1	_____
		#2	
Stewardship		#1	_____
		#2	
Worship		#1	_____
		#2	

Action Plan for a MAP Goal (Copy for each goal)

GOAL STATEMENT # :			
Actions to be taken	Action	Date	Responsible
	This section may have multiple steps in it and with different dates.		
Resources to be committed:	Budget? Time of Ministry Personnel or other staff? Purchasing of resources or supplies?		
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?	Come up with 2-3 different ways you are going measure progress.		
How often will progress be reported? How and by whom and to whom?	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.		
Status of this goal at time of annual review:	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.		

Establishing Mission Priorities

Don't assume that each person has the same understanding of what's most important. Spend the time to really understand your priorities for your community of faith (CoF). If you skip this step, you run the very real risk that you think you agree on the priorities when you may not have agreement at all.

Set aside a special meeting to go through this self-understanding process. It is recommended that the governing body do this work rather than delegating it to a smaller team to ensure the broadest possible representation. You may also want to consider inviting the members of the community of faith (CoF) to participate in this process –while it takes time to engage everyone in the community of faith (CoF), the enhanced level of commitment and the clarity of direction for the Interview Team is well worth it.

1. Read through your Ministry Articulation Profile together. Using the following questions and talking together, come to an agreement on how to 'rank' them in order of importance where #1 is the most important to your community of faith (CoF) and #8 is the least important.
 - a. What category is most closely linked to your sense of mission within your community context?
 - b. What category most defines you as a community of faith (CoF)?
 - c. In which category do you expect the Ministry Personnel to have the most skills and gifts?
 - d. In which category do you expect the Ministry Personnel to spend the most time?

Use two different approaches to prioritizing – one based on 'gut instinct' and one based on "reasoned forced choice" then compare the results. If you have no agreement on the 'gut instinct' approach, you may find that the "reasoned forced choice" approach brings you closer to some degree of consensus.

If you find you have no agreement using either approach or if the two different approaches bring radically different responses, spend some more time talking about this. You may have discovered that you don't have a common agreement on what your ministry and mission priorities are and until you have some degree of consensus, you aren't ready to move forward with your mission goals.

Please see the separate documents:

1. Gut Instinct Decision Making
2. Reasoned Forced Choice Decision Making

Gut Instinct Decision Making

Read through the categories together.

Sit in silence for a few minutes. Enter into a short time of contemplative prayer (or if this doesn't feel 'right' to you, rewrite it so it is more meaningful for you):

Picture the people in your community of faith (CoF); those who are active and those who are less so. Hold them in your mind's eye for a moment. Sit quietly as you do this.

Now picture the broader community – who are the people and needs that are beckoning to you as a community of faith (CoF)? Hold those people and those needs in your mind's eye for a moment. Again, sit quietly for a moment.

Still your heart.

Pray this sentence (or something like it): “God only you really know the longings of your people and your Creation in this community of faith and in our wider community context. Give us wisdom in to hear your dreams and longings as we prioritize our mission goals.”

Sit in silence for a few more moments. Then have someone end the meditation with “Amen” or a ringing of a small bell or some other gesture.

Prayerfully prioritize the categories with that prayer echoing in your hearts.

Category	Priority (where #1 is the highest priority and #8 is the lowest priority).
Growing in Faith (Discipleship)	
Justice, Outreach, and Sharing the Good News (Justice & Outreach)	
Leadership	
Wider Relationships (Ministry Partnerships)	
Pastoral/Spiritual Care	
Belonging, Extravagant Welcome, Wellness (Spirituality/Self Care)	
Stewardship	
Worship	

Step 2: Count up the number of times each of the categories appears and fill in the blanks below:

Growing in Faith _____

Justice, Outreach, & Sharing the Good News _____

Leadership _____

Wider Relationships _____

Pastoral/Spiritual Care _____

Belonging, Extravagant Welcome, Wellness _____

Stewardship _____

Worship _____

“Reasoned Forced Choice”

Tally Sheet

Category	Participant																	Total Count
Growing in Faith (Discipleship)																		
Justice, Outreach, and Sharing the Good News (Justice & Outreach)																		
Leadership																		
Wider Relationships (Ministry Partnerships)																		
Pastoral/Spiritual Care																		
Belonging, Extravagant Welcome, Wellness (Spirituality/Self Care)																		
Stewardship																		
Worship																		

Count up the number of times each category was ranked over another category by each participant.

Step 3: “Rank” the categories by assigning number 1 to the category that had the highest number of ‘counts’ in Step 2 and number 8 to the category that had the least ‘counts.’ Record the “Rank” for each category to the left of the category in the table above.

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

What does this ranking say to me based on my knowledge of the categories?

NOW- last part of this stage: Compare your “gut instinct” results with your “forced choice” results. Do they mirror or complement each other? If yes, then just confirm what your actual final ‘ranked’ order will be.

If the results of both “gut instinct” and “forced choice” show significant difference between the priorities you may need to talk some more. You may want to ask your Presbytery Representative to facilitate a conversation to help you come to some sort of consensus about the priorities.

Remember: If you don’t understand and agree on your priorities, how will you ever agree on the ministry to which you feel God is leading you?