

Waterloo Mennonite Brethren (WMB) Church



Ministry Plan: Pastor/Director of _____

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| Supervisor: | |
| Date Revised: | |

Ministry Plan for Area of Responsibility and Span of Discipleship Care:

Accountabilities for Evaluating ‘Success’:

In each missional category listed below, ‘success’ for the person in this role will be determined and evaluated through the accountability relationship with their respective supervisor and team, as follows:

- 1) accountability that the ministry plan and cultivating statements are being pursued by the pastor/director and is effective in their own personal growth towards cultivating missional living;
- 2) accountability that the ministry plan and cultivating statements are effective to better enable the pastor/director to live, teach, share authentically, and equip others within their area of responsibility and span of care;
- 3) accountability that the ministry plan is effective to better enable the pastor/director to engage the world around them through the cultivating statements.

Cultivating Statements:

In each missional category listed below, the pastor/director will work in partnership with their personal supervisor and overseeing team to develop, communicate and be held accountable to an established ministry plan around each cultivating statement. It is intended that each area is satisfactorily covered while allowing for the uniqueness of each personality. The desired accountabilities for evaluating ‘success’ for the specific areas of Span of Discipleship Care, as outlined above, should be considered in the formation of the plan.

1. Cultivating Missional Imagination

The missional leader should have a context of communal relationships in which to disciple and lead others in the spiritual discernment of Christ’s missional activity around them. The environment created will leave room for risk taking, stepping out in new ways, and creative expressions of the gospel in a changing world.

| How will you personally engage Missional Practices in your role? | |
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| Involvement: How/where will you be a neighbour? • Community involvement outside WMB | <i>(create your personal plan)</i> |
| Learning: How will you stay engaged in missional thinking? • ie/ reading current and cultural material • ie/ reflective exegesis and engagement: what is | |

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| God revealing through your involvement and learning that needs to shape your life and your ministry? | |
| In your area of responsibility and Span of Discipleship Care, how will you help others to discern, understand and shape a response to Christ's activity around them? | |
| How will you engage them in missional thinking and call them to 'be a neighbour' to others? | <i>(Create your ministry plan)</i> |

2. Cultivating Encounters in Scripture

The missional leader cultivates an environment for encountering the Scriptural narrative and inviting others to be transformed through its engagement. Missional leaders cultivate the creative energy and imagination of people through ongoing interaction between the indwelling of the biblical narrative and their experiences in the cultural context.

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| How will you engage Scripture Communally in your role? | |
| In what context will you allow Scripture to be formative in your life and ministry? ie/ manuscript study; discernment groups; spiritual direction | <i>(create your personal plan)</i> |
| In your area of responsibility and Span of Discipleship Care, how will you engage others in encountering scripture to give them a fresh encounter of the gospel and a growing understanding of the Kingdom of God. | |
| In what context will you lead people to engage Scripture in a way that allows God to stir in them missional reflection, and to align his activity in them with the world around them? ie/ manuscript study; small groups; mentoring | <i>(Create your ministry plan)</i> |

3. Cultivating Spiritual Disciplines

The missional leader cultivates an environment of a missional-mindset through discipleship and spiritual formation, helping people to discover the habits and practices of Christian life, for the sake of others. This includes a primary focus on prayer as an active and creative engagement with God through Jesus Christ. In addition, the missional leader, rather than being caught in the tyranny of the urgent, needs to live and model a biblical, Kingdom-oriented 'Sabbath' way of life, different from the world.

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| How will you engage Spiritual Disciplines in your role? | |
| Prayer and Reflection: • when will you engage God in prayer and reflection? How will you capture what he reveals? | <i>(create your personal plan)</i> |
| Spiritual Direction: • who will offer spiritual direction to you? What is your regular plan and how will it be evaluated? | |

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| ie/ spiritual director; small group; mentor | |
| Sabbath Living: <ul style="list-style-type: none"> • When/how will you 'feast and celebrate' in your life? • What is replenishing to you spiritually, mentally, physically? | |
| In your area of responsibility and Span of Discipleship Care, how will you help others to engage spiritual disciplines and 'Sabbath' living? | |
| How will you engage them in spiritual disciplines and spiritual formation? How will you create environments of Sabbath living? ie/ modifying expectations of those who serve to match a Kingdom set of values; considering the spiritual giftings of people as they serve | <i>(Create your ministry plan)</i> |

4. Cultivating Engagement with Culture

The missional leader cultivates an environment where the community discovers Christ's call to engage their surrounding culture. This leader focuses on the cultural rather than the organizational formation of the community.

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| How will you engage your surrounding culture in your role? | |
| How will you engage partnerships with community organizations (businesses; schools; hospitals; social services; current events; other churches) | <i>(create your personal plan)</i> |
| How will you be kept aware of current events in our cities ie/ reading the paper daily; lunch with congregants in their work place; serving on a board or outside committee; coaching a league; | |
| In your area of responsibility and Span of Discipleship Care, how will you help people to engage the culture around them? | |
| How will you create encounters with culture for the people in your span of discipleship care? How will you help them to be students of culture? ie/ manuscript studies experiences, exegesis and reflection; topics on current events; missions experiences | <i>(Create your ministry plan)</i> |

5. Cultivating Diversity in Community

Missional leaders are active, both in word and deed, in proclaiming the gospel of Jesus Christ and the breaking down of barriers that divide. Missional leaders create an environment that allows people to interact with equal power and to think and act in an inclusive manner.

| How will you engage diversity in community in your role? | |
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| What is a 'gospel dividing wall' in your life and how will you begin to break that down? ie/ relationship with a person of different race; building teams of diversity of gender, race, social status | <i>(create your personal plan)</i> |
| How will you learn how to embrace diverse cultures? ie/ learn about a different culture's customs; learn a different language; ready/study about multiculturalism | |
| In your area of responsibility and Span of Discipleship Care, how will you help people experience diversity in community? | |
| How will you create encounters with culture for the people in your span of discipleship care? How will you help them understand our need to engage culture? ie/ manuscript study exegesis How will you help them to be students of culture? ie/ manuscript studies experiences, exegesis and reflection; topics on current events; missions experiences | <i>(Create your ministry plan)</i> |

6. Cultivating Leadership Development

The missional leader recognizes that continual growth and openness to learning new things is necessary in order to discern and embrace God's constant movement in our contexts. The missional leader creates and participates in teams that help to discover, equip and develop both the leader themselves, and the people they serve.

| How will you engage your own leadership development? | |
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| Where/how will you be developed as a leader on-going? ie/ round tables for peer development; self-reflection; counseling; mentor; support group | <i>(create your personal plan)</i> |
| What is your plan for continuing education, skill development, ministry experiences? | |
| In your area of responsibility and Span of Discipleship Care, how will you help people engage | |

| leadership development in their lives and on your teams? | |
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| In what contexts will you seek to understand the giftings, personalities and experiences of others? | <i>(Create your ministry plan)</i> |
| How will you develop your team members? ie/ weekly connects; observing them in action; skill development through training, assessments and courses; networking them with others | |

(It is important to note that the ministry plan and cultivating statements for a missional leader need to be adaptable and open to change, based on God's activity in any given season. Discernment around changes needs to happen in the context of supervisory and team relationships and decisions made collectively.)
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