

## Appendix II.

### Questions to guide you toward a comprehensive strategic plan

#### 1. Knowing the vision

Your first steps in establishing a ministry's direction are prayer, and then considering the vision, or purpose, of the group (or ministry). The books, "The Purpose Driven Church" and "The Purpose Driven Youth Ministry" give great teaching on these areas.

The next step is to consider the vision and purpose *of the various components* of your ministry. You are seeking to first envisage what you feel you may be called to 'build' for the Lord in each area. Until your vision for the ministry and its components are clear, you are not really positioned to work out what you might need to do to see disciples result from your ministry. It all starts with vision!

#### 2. Working towards the plan

Having defined the 'ideal destination', the list of questions below might be useful to you. Over a few years of ministry experience, with a learning attitude, you could come to clear answers for all of these questions, and many more as well.

#### Comment:

I suggest it takes a good five years for someone to work their way through these questions as a Pastor or discipler (spiritual leader). The vision is then accomplished by building a team that shares the vision, and whom you have disciplined on the values and skills needed.

There are thus no shortcuts to a fruitful Church or ministry – but the fruit such a ministry can produce (if it is a truly spiritual ministry, and just not a well-planned one) is truly worth the effort!

Have a look through the questions, and consider what your next steps might be.

#### QUESTIONS TO CONSIDER

##### (A) Regarding the Purpose of Worship

##### Discussion: What is worship?

##### Questions we could consider...

How will you encourage and train members each year with regard to their Quiet Time (devotional lives)?

Will you provide any resources for QT?

How important an emphasis is their devotional lives to you?

How important will their Bible reading be to you?

How will you encourage that? What is the goal, and how will you reinforce it?

Do CGs (small groups) have a role to play in this?

What dynamics do you want in your corporate worship expressions, and why?

How will you guide your leaders and members to see these dynamics come about?

How will you encourage giving in offerings?

Who collects and counts offerings?

How will you grow your musicians?

How will you grow your worship leaders?  
And if there are meetings, how will you accomplish these growth goals through them?

## **(B) Regarding the Purpose of Fellowship**

**Discussion: What is fellowship?**

### **Questions we could consider...**

How do we make small groups an integral part of our Church life? / Will you be CG based?  
How will you group your members? By age, or gender, or geography?  
How will you find, raise up, train and support your leaders?  
What will be the overarching goals for your small groups?  
When and where will they meet?  
What materials will they use? Who will prepare discussion questions / studies?  
How will you structure your leaders meetings? How long and often will they be?  
What do you want to accomplish in these meetings, and how will you do that?  
How will you identify the more serious pastoral cases? How might you then help these people?  
(Can you do it all by yourself? Can it be delegated realistically?)  
How will you follow up with those who have stopped attending, and how will you seek to encourage them?

## **(C) Regarding the Purpose of Discipleship**

**Discussion: What is discipleship?**

### **Questions we could consider...**

What will you do to help integrate the P6s (youth coming up from Sunday School)?  
How will you disciple new believers?  
What gospel and follow-up resources will you use?  
Will you have baptism class? What is the content like? Who does it? How does it link to your Church at large?  
What will you teach in your main meeting (service / gathering)? On what basis do you select and prioritise this content?  
What will you study in small groups? Is this linked to your main meetings message? If so, who prepares this and how is it distributed?  
With what extra training courses might you need to i) supplement your 'preaching' and ii) help the more mature members / older youth?  
What place do books / reading / a library / seminars / conferences have? How many conferences is enough for a year, and how many is too many? On what basis will you choose the conferences you promote for all your members to attend, and why?  
What kinds of people will you aim to have as guest speakers, and why? How important is teaching as opposed to preaching (motivating) to you? How important is having great messages from experienced preachers, in contrast to allowing some room as a platform for some of your members to learn to preach?

### **Questions we could consider regarding leadership**

How do you select leaders?

What are the core expectations of your leaders?

How often will they need to meet?

How will you train your leaders?

How will you protect / support your leaders?

What will you do to check and ensure the ongoing health of your leaders when they leave their roles of service?

How will your youth continue to grow when they 'graduate' out of the youth ministry?

How will you continue their discipleship and encouragement through their young adult years?

### **(D) Regarding the Purpose of Service**

**Discussion: What is service (or ministry)?**

#### **Questions we could consider...**

What ministry teams are essential to your ministry?

What ministry teams would be nice to have?

With your current leadership strength, what ministry teams can you realistically lead well?

What is the goal of your ministry teams? Is it their ministry output or their discipleship, or both, and how much of each?

How will you select team members? How will you 'screen' team members?

How will you teach your team members about spiritual gifts and their 'S.H.A.P.E.'? (This is a teaching acronym from Saddleback, which stands for Spiritual gifts – Hear – Abilities – Personality – Experiences)

How will you support and train team members in their roles?

What will be the direction for each team (its goals), and who will oversee the implementation of this (establishing and following a realistic and worthwhile ministry plan)?

How will you approach the 'failure' of individuals and teams in achieving their goals? How might you positively grow (rather than condemn) them through these experiences?

What balances, boundaries and values need to be established to protect those serving from becoming wounded or burnt out, and how will you maintain these in all your teams and leaders?

### **(E) Regarding the Purpose of Evangelism**

**Discussion: What is evangelism?**

#### **Questions we could consider...**

How will you train your members to share the gospel?

How will you help your members gain confidence in answering difficult questions, or starting conversations etc...?

What role do Cell Groups have in your evangelism strategy, and how does that work? How are Cell leaders trained and effectively mobilised to be effective in this role?

How will you effectively (strategically) motivate and encourage evangelism throughout the year from the Congregational, Cell and Classroom (seminar) bases?

What outreach programs will you have in the year? Why those kind of events? When can they be held to gain the greatest attendance?

How will you promote these?

How much of these would actually look attractive to non-believers? i.e. How will you attract a crowd?

How will you share the gospel at these outreach programs? And how will you begin the follow-up process?

How important is the follow-up? Will you let it slip, or will you find a way to reinforce it and 'inspect' it to ensure that it does happen?

What 'bridging' events or activities can you have before these outreach events to help your members connect with new friends, and to help new friends feel more favourable to coming to such activities again?

How will you make your weekend services 'seeker-friendly' (as opposed to seeker-driven) – being as attractive, relevant and comfortable as possible for new friends, whilst not compromising their central purpose of worship to God?

How can you tailor your services such that members would feel confident of bringing new friends on a regular week?

**(F) Regarding other questions a Youth Ministry needs to consider:**

How do you fit with, replicate and preserve key aspects of your Church's corporate culture in your Youth Ministry's identity? How do you preserve the unity of your Church, such that your youth would, in time, successfully integrate into the Adult congregations?

What are your plans for your youth when they graduate? i.e., What is your Young Adults Ministry Plan? (All the above questions need answering again!)

How do you, as a ministry, relate to Christian family parents?

How do you, as a ministry, relate to non-believing youths' parents?

How do you communicate with parents?

What is the nature of the relationships with Church leaders? Where are the lines of accountability?

How do you communicate with Church leadership, so that there is clarity, team work and trust?

What is the place of prayer in your ministry?

What is the image of your group like? What needs working on? Why and how?

**Discuss:**

**On initial reflection, how are you doing in each area?**

**Having considered all, which areas need your attention first?**