

First United Methodist Church Orange: Ministry Growth Review Process

Goals of Ministry Growth Review Process:

- To help reorganize the various existing classes, committees, teams, activity groups, and small groups for visional and missional impact and financial priority.
- To validate the purpose of each of these entities, clarify their reason(s) for existence, and challenge them to re-define their energies for these purposes.
- To provide an opportunity for any of the entities to choose to combine with other groups or recognize the need to dissolve.
- To provide overall congregational discernment around what additional visional and missionally-focused teams should be added for the purpose of assisting your church in accomplishing its prescriptions and its mission.

Ministry Growth Review Team Leaders:

- Understands that the ministry growth review process should not create an adversarial “us versus them” atmosphere, but rather creates an honest environment for self-assessment and re-definition of the existing ministry entities in your congregation.
- Has a good comprehension of the current status of your congregation’s ministry entities and who leads each domain.
- Brings the ability to provide spiritual leadership, explain the overall missional vision of the church’s new direction according to the prescriptions, and present the ministry review questions in an objective and friendly fashion.
- Is committed to bathing the entire Ministry Growth process in prayer-before, during/with individual entities as you meet with them, and ongoing as you help guide the organizational process to support the newly-focused missional efforts of your congregation.

Ministry Growth Review Introduction:

- Distribute self-assessment surveys explaining that the purpose is, in accordance with your church’s prescription, that every entity gets the opportunity to clarify its purpose and to possible re-focus for missional alignment. Encourage all members of the group to be present during the self-assessment process.

- Introduce the self-assessment process for the congregation and explain that as a result, your congregation will be able to understand how to think about the various teams/groups that meet regularly. This will help when it comes to budgeting and alignment of dollars and space in order to accomplish the mission. The goal is to ascertain which groups are:
 - **Task Groups**-that exist for the purpose of getting work done for the congregation (example: mow the lawn, clean the church kitchen, prepare condolence dinners)

Caring Community Groups- that exist for the care and concern of the church family (Caring Ministries) or of individuals outside the church family (serve at a soup kitchen or serve in the food pantry)

- **Fellowship/Friendship Groups**- that exist to provide friendship and connection with others (quilting groups, scrapbooking groups, traditional small groups)
- **Spiritual Growth Groups**-that exist for the purpose of helping members grow and mature in the relationship to Christ (classes, study groups, etc.)
- **Missional Groups**- that exist for the purpose of reaching new unchurched people with the message of Jesus outside the walls of your building, and connecting them into the congregation to be discipled and deployed into serving missionally (may also include secondary elements of the others-but this must be the core purpose of the group, with concrete current examples of how processes are in place to reach new unchurched people outside the walls, and connect them in to the congregation)

Ministry Growth Review Procedures:

- Each entity shall meet for the specific purpose of self-assessment.
- Open the meeting with prayer.
- Invite each member of the group to share about why they are apart of this group, why it has been important to them, etc.
- Discuss the Ministry Growth Review questions together. Each person should give input to each question, not just the leader.
- After each person in the group has responded to a question, you will write a summary of the answers on the self-assessment form. (If you wish, you can ask someone not on the team to help you as a scribe for writing this down.)
- Return one Ministry Growth Review Self-assessment form per entity in the offering plate or to the church office by the designated date, June 3, 2018.

After all Ministry Groups Have Done their Review:

- The Ministry Growth Review Team will:
 - Check the list of all entities: classes, committees, teams, activity groups, and small groups and ensure all self-assessments are returned. If there is not a list of all entities at the beginning of the process, before self-assessments are distributed, then the review team will compile a master list before the assessments are distributed.
 - Evaluate each self-assessment for alignment of the church's visional and missional goals and prescriptions.
 - Compile a report of self-assessment surveys and present the information to Church Council and the congregation as a tool for congregational discernment for the purposes of reorganization, redefinition, validation or dissolution.
 - Repeat this process annually. (In order to keep accountability with all groups, Ministry Growth Review Team may request reports on a more frequent schedule than annually.)
 - If any group has decided to disband or merge, the team may provide assistance in connecting members with other active groups.