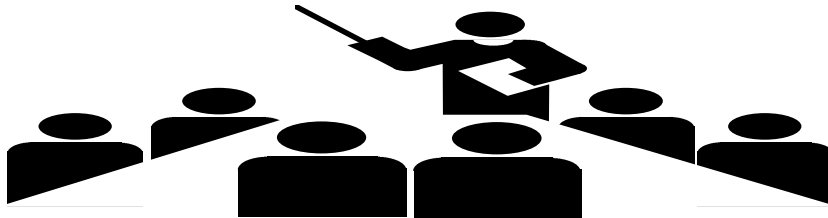


LEADERSHIP SEMINAR



Facilitator
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Charlotte, North Carolina



Topic:
“Planning that Leads to Viable Ministries”

LEADERSHIP SEMINAR

Dr. Darryl B. Starnes, Sr., Facilitator

Topic: “The Planning that Leads to Viable New Ministries”

I. Stating the Mission: *Why* are we here?

- A. Each local church should develop a mission statement.
 - 1. The “Great Commission” of the Lord, Jesus Christ, should impact it. (Mt. 28:18-20)
 - 2. The mission statement of the A.M.E. Zion Church should impact it. (*2004 Discipline*)
 - 3. The unique needs of the community to which the church ministers should impact it.
 - 4. The gifts, talents, human and natural resources in the church should impact it.
 - 5. A committee consisting of the pastor, lay leaders and members should devise it prayerfully.
 - 6. The mission statement should be brought to the congregation for revisions and adoption.
- B. The mission statement should be kept before the church by means of the bulletin, newsletters, etc.
- C. The mission statement should greatly influence the organization and administration of the church.
- D. The mission statement should be the standard by which the relevance and feasibility of any church auxiliary or ministry is determined.
- E. The mission statement should give direction for the vision, objectives, goals and plans of the local church for each conference year.
- F. The mission statement should be the standard by which the church evaluates its work each year.

II. Clarifying the Vision: *Where* are we going? [The process of helping people to see where we are going]

- A. God often puts the vision for the church in the heart of the pastor.
 - 1. The pastor must stand watch so that God can show him or her the vision. (Hab. 2:1)
 - 2. The pastor must write the vision in its raw form. (Hab. 2:2)
- B. God often clarifies the vision through a strategic planning committee.
 - 1. The pastor must appoint a strategic planning committee.
 - a. The pastor must pray about each appointee to this committee.
 - b. The pastor must appoint persons of faith, spirituality, and vision.
 - c. The pastor must appoint persons who have the respect of the congregation.
 - 2. The pastor must share the vision with the committee.
 - 3. The committee’s task is threefold. (Hab. 2:2)
 - a. To bring the vision into focus.
 - b. To make the vision plain so that it can be implemented.
 - c. To put it on tablets so that those who read it can run with it.
 - 4. The following steps are helpful in clarifying the vision.

III. Identifying the Objectives: *What* are we going to achieve?

- A. The objectives should pin point the areas of supreme importance to the fulfilling of the mission.
- B. The objectives should state clearly what should be accomplished in those areas.
- C. The objectives should focus on the on-going endeavors of the church.

IV. Setting the Goals: *How much* will we achieve?

- A. The goals should be meaningful.
- B. The goals should be manageable.
- C. The goals should be measurable.
- D. The goals should be mutual.

V. Devising the Strategies: *How* are we going to achieve it?

- A. The strategies must help us achieve our objectives and reach our goals.
- B. The strategies must be consistent with biblical standards and Christian values.
- C. The strategies must be specific and defined.
- D. The strategies often include the planting or birthing of new ministries.

VI. Making the Plans: *When and where* are we going to do what?

- A. The plans must show how the strategies will be implemented.
- B. The plans must show when the strategies will be implemented.
- C. The plans must show where the strategies will be implemented.

VII. Appointing the Workers: *Who* is going to do what?

- A. Workers must be appointed on the basis of their spiritual gifts and natural talents.
- B. Workers must be appointed on the basis of their spiritual growth and Christian character.
- C. Workers must be appointed on the basis of their faithfulness and commitment.
- D. Workers must be appointed on the basis of their sense of calling and mission.

VIII. Creating the Budget: *How* are we going to *pay* for it?

- A. Its program of ministry and outreach determines the church's budget.
- B. The commitment of the members to its mission and ministries determines the church's budget.
- C. The confidence of the members in its fiscal management determines the church's budget.

IX. Making a Calendar: *What* is our *schedule*?

- A. The church calendar should include the dates and times of its program of ministry and outreach.
- B. The church calendar should include a tentative schedule for the planting of new ministries.
- C. The church calendar makes possible cooperation in ministry and prevents scheduling conflicts.

X. Working the Plan: *Are* we following through?

- A. Leadership should make sure that the plan is implemented and that plans are executed.
- B. Leadership should hold workers accountable for implementation and execution.
- C. Leadership should make adjustments to the plan whenever necessary.

XI. Evaluating the Work: *Did* we fulfill the mission?

- A. Quarterly evaluations make it possible to make the necessary adjustments in time insure success.
- B. Mid-year evaluations enable leaders to recognize what is working and what is not working.
- C. Year-end evaluations are the foundations upon which to build plans for the upcoming year.