

Mapping Out Our Future (Ministry Action Plans)

It's time to give **fresh direction** to our MAPs.

This talk is **not** about getting your MAP right (it will feel like it is).

It's about getting **you positioned right**, inside the context of the team, and leading at your personal best.

- ✓ Next Level for 12Stone (**Partnerships L.C., a 4th campus, HM, New Budget**)
- ✓ Next Level for you.
 - Mackenzie ... graduated from college – entering a new season. Going to a new level. A different approach to life.

12Stone is **not going to become all that it can become** because **you reached** all your **NT goals**.

12Stone will become all that God intends because you become:

- Better Leaders
- Better People
- Better Christians
 - Nothing illustrates that better than observing the macro (The results of culture and a mindset) – Recent trip to Istanbul and Athens – what a difference between the two countries, the two peoples.

When we build the MAPs to leverage your **leadership best**, you will be:

- Less **Busy** and more **Strategic**
- Less **Cluttered** and have more **Margin**
- Less **Distracted** and more **Productive**

Key Questions:

Core Responsibilities

Are you doing the right things?

New Territory Goals

Does it advance the organization?
(Is 12Stone a better church?)

Leadership Development Focus

Can you practice it?
(Are you a better leader?)

The Purpose and Value of your MAP.

- Enhance our communication
- Clarify our responsibilities
- Increase our accountability to each other (Are we doing what we said we'd do?)
- Strengthen our strategic implementation (Are we helping each other do what we say we'll do?)
- Increase alignment as a team to vision, culture and philosophy
 - Lean Ministry
 - Seminary Class... Over 50 ministries in a church of barely more than 100!
 - New and Improved
 - Not add something new
- Increase progress and productivity
- Increase personal growth as a spiritual leader

MAPs are not:

- Designed for containment or **control**.
They help prevent chaos, and every person doing what is right in their own eyes.
 - Or what some call church planting!! (Hey Go For it!)
- A substitute for **leadership** and intuition.
 - In the middle of the battle you don't run to get your MAP... you ask the Holy Spirit for guidance and go! You lead!
- A structure we serve, they are a tool that serves us.
- Something **Unchangeable**, but they must be well thought through.
- To be merely human and mechanical or mundane and safe, but must somehow carry the voice of the **Holy Spirit** and the sense of God's power.

Core Responsibilities

Are you doing the right things?

This is the net core bullet list of what you are responsible for as a leader on the team.

(our version of a job description)

New Territory Goals

Does it advance the organization?

(Is 12Stone better?)

Something new... some of you will **love it** and it will **frustrate** some of you.

Only **3 goals** under New Territory Goals.

- When I assigned the 149 words exercise
(This is who I am), Some of you just couldn't do it!

The 3 goals are to me “must achieve, breakthrough” kinds of goals to create and sustain momentum.

- Not dramatic – but strategic
- Not big (might be) – but substantive (must be)
- Not static – but progress (move the ball down the field)
 - Not about all the work you have to do.
 - Not about the “17” (37) goals you will achieve.
 - (recruiting 50, writing new material, launching a new series)
 - You'll do that. We all do.

It does mean that **when you are running out of time**, you know the big rocks to move!

And even though difficult, **letting the little rocks lay**. . .
Or better yet, **develop other leaders to help you move them**.

If you think “**But this has to be in someone's top three**”...
Then perhaps another staff member should have it there.

This process will sharpen us!

Blunt – Your boss can't just look at your list and say “looks good” – much more difficult.

And it should not come to me until your boss has reviewed it carefully and approved it.

- Net – not plans, just the desired outcome.
- Clear – Anyone can understand it.
- Simple – Practical not academic and philosophical (it is understood that you have done that thinking) No commentary needed.

Another something new:

Seasons, Cycles, rhythms and keeping pace with the speed of ministry within the context of the speed at 12Stone.

3 MAPs per year

1. June – August
2. September – January
3. February – May

Leadership Development Focus

Can you practice it?

(Are you a better leader?)

ONE OR TWO THINGS HERE ONLY!! NOT A LIST!!

Examples in the wrong direction:

- Not a list of things to do like date a weekly night with your spouse or daily prayer. **If in fact, for example, if the improvement of your marriage is at the core of you becoming a better spiritual leader, then write that ... in a brief statement**

KEY: if you write exercise, or prayer, or weekly date-night, those are things you can check that off a list, but that doesn't indicate any results.

It's not the strategy that I want, it's what **you** want to see happen.
It's actual growth/change you are going for . . .

If you can't name it, you won't get it.

- **It's like when someone says: "I know what the word means, I just can't tell you the actual definition!"**
- Not about you mentoring someone "I'm going to mentor Bob" (but can be something specific about becoming a better mentor) It's about your growth, not Bob's growth.
- Not read a book or read a certain book.
Reading a book for pure discovery is fantastic! Do it!
But on your MAP . . . the Key Word is CLARITY. **(Intentionality)**
- Definitely not a task or part of your job.
- Not take a class or go to college. (again, that may be part of a plan or strategy, but what is it you are working on?) What are you developing?

- It's not have a meeting or go to a conference – all good, but got to name the specific thing you want to strengthen or improve.

Examples in the right direction:

- Improve Listening Skills – (Enhancing Relationships)
- Work on Hearing the voice of God – (Developing Spiritual Authority) – [plan includes prayer}
- Improve Communication Skills – (Increasing Influence)
- Improve Vision Casting – (Recruiting Skills)
- Leveraging leadership energy – (make things happen over merely responding to the daily demands)
- Connect at a heart level – (Move from task manager to people influencer)
[plan might include heart to heart talks with your spouse – can't do it at home can't do it here]
- Conquer Defensiveness (Connect, Encourage, Inspire)
- Face insecurity based fears (Improve in ability to handle conflict resolution)

A Helpful Process to Developing Your MAP:

1. Review your last MAP.
 - What worked? Why?
 - What didn't work? Why?
 - What didn't get done that mattered?
 - If it didn't matter, why was it on your MAP?
 - How did you advance the Vision/ Purpose?
 - Where did you fall short as a leader?
 - Where did you shine as a leader?
 - How did you improve as a leader?
2. What could God do through you in the next season?
Invest time in prayer – ask God!
3. Are your Core Responsibilities current and accurate?
Do they reflect reality?
What adjustments need to be made?

4. What does the ministry/12Stone need?
Write your first draft of your NT goals.
5. What is required of you to lead at the next level?
Write your thoughts on your Leadership Development Focus.
6. What does your boss think?
When you are in agreement, email to Lesley.