

**Components of a Ministry Plan**

1. **Vision:** Describe God's vision for the church. Be clear about where the church sees itself now and where God is calling the church in the short-term and long-term future. Sculpt a vision statement that captures what God is calling the church to be, do, or become in the future over the next 10-15 years.
2. **Elements of transformation:** Give evidence that the following have been addressed by the congregation in developing its vision statement and are an intentional part of the church's culture and decision-making processes:
  - a. **CREATING SPIRITUAL ENERGY.** Address how sufficient spiritual energy be stimulated within the congregation so that the corporate strength needed to carry out the ministry starts to build? Does despair need to be replaced with hope? If so, how is that being intentionally accomplished?
  - b. **CONGREGATIONAL IDENTITY: COMING TO TERMS WITH THE PAST, PRESENT AND FUTURE:** How does this reflect the church of yesterday? Describe the church of today. Describe the church of the future..
  - c. **CONGREGATIONAL LEADERSHIP: BUILDING A MINISTRY TEAM.** Describe the professional and volunteer staff that is necessary to carry out the vision. Examine and, as necessary, develop a position description for each staff member.
  - d. **INVOLVEMENT IN THE COMMUNITY.** Include a summary of the demographic study. This might be a page or two that summarizes relevant findings, ecumenical and mission opportunities, racial ethnic population, age distribution, and economy strength. Cite specific activities, programs, projects or initiatives that will help the congregation fulfill its call to discipleship in the community.
  - e. **BUILDING A FINANCIAL BASE FOR MINISTRY.** How will the present and future ministry be funded? Display itemized and balanced *operating* income and expense budgets for the next five years. Include income amounts from General Assembly, synod, presbytery, project and other sources. Include last year's financial statement, if available, showing the budgeted and actual income/expenditures. All projects are expected to achieve 10% of its total operating budget to be given to Basic Mission Support of the General Assembly, Synod and Presbytery. Show in these documents a plan to reach this goal.
3. **Goals & Objectives:** List measurable goals and objectives to fulfill the vision.
4. **Attendance:** List the past 5 year's attendance figures. List the realistic attendance estimates of worship, church school and other regularly scheduled activities, respectively, for each year of the grant. Give data to support your estimates.
7. **Oversight of Project:** Describe your church's internal accountability plans or mechanisms to insure that the ministry plan is being followed and updated as needed.