

Creating a Mission Plan

Having developed a church vision it is now time to decide on priorities, set some goals and work out how to achieve them. This part of the process should be conducted by a small working group. A mission plan should cover a period of no more than three years, even if the vision takes in a longer period of time.

Priorities are aspects of the vision that are the most important and should be addressed first. Part of identifying priorities for achieving the vision might include a conversation about:

- What do we want to stop doing?
- What do we want to start doing?
- What do we want to continue doing?

For instance you might identify the following things as important to achieving the vision:

- A high degree of lay leadership
- A functioning youth and children's ministry
- A well-established faith formation/small group program.
- Effective programs for serving the church members and the local community
- A more effective web presence
- Greater social media presence

All of these are important but you might think that a faith formation program is top of the list followed by the development of lay leadership. These are the priorities. It is best to have no more than three prioritise for any one year. The other parts of the vision that aren't priorities can be put aside for future years.

You may put all six elements of your vision into your plan but you will need to indicate that some are longer term goals with a later deadline.

A table like the one provided on page 2 might be used to develop a mission plan. While the priority is a broad element of the vision, the goals should be 'SMART'; that is:

- **S**pecific – they clearly say what outcome is desired
- **M**asurable – you know if and when they are achieved.
- **A**chievable – they are something you believe the church can complete.
- **R**elevant – they contribute to the desired outcome.
- **T**ime-bound – there is a date when they should be completed.

Resources

In developing a mission plan consideration will need to be given to what resources are needed to achieve each priority and goal. This includes:

- Who will be responsible?
- What training, support or encouragement might people need?
- What physical space will be needed?
- Will there be a financial cost?

Supplementary Resources

Mission Planning: A guide for local churches

Creating a Mission Plan *(continued)*

Mission Plan — Example

Priority	Mark of Mission	Goals	Date for Completion	Person Responsible	Resources
Develop a faith formation program.	<ul style="list-style-type: none"> • Proclaim the Gospel • Teach new believers 	1. By the end of 2019 we will have developed a faith formation plan that outlines the areas of learning for church members.	Dec 2019	David S (lead) and faith formation group	
		2. In 2020 (and each year after) we will hold four faith formation events with a guest speaker.	Dec 2020	Jane E	Budget for speaker costs, food and promotion.
		3. We will recruit and train three small group leaders by the end of 2020.	Dec 2020	Dianne J	Training resources.
		4. By the end of 2021 half the adult members of the church will be part of a small group.	Dec 2021	Bill R	

Creating a Mission Plan *(continued)*

Mission Plan — Template

Priority	Mark of Mission	Goals	Date for Completion	Person Responsible	Resources

Creating a Mission Plan *(continued)*

As you develop a mission plan, consider the following:

FAITHFUL
MISSION
<ul style="list-style-type: none"> • Is the mission plan clear? • Is the mission plan grounded in the <i>Marks of Mission</i>?
ECCLESIOLOGY
<p>Does the mission plan fulfil the church's call to:</p> <ul style="list-style-type: none"> • Wider community involvement (Ministry) • Reaching the unchurched (Evangelism) • Spiritual nurture (Discipleship) • Worship • Social life/Caring relationships (Fellowship)
TRADITION
<ul style="list-style-type: none"> • Is the mission plan faithful to the spirit of the Anglican tradition? (Biblical, Liturgical, Sacramental, Incarnational, Communal, Pastoral)
EFFECTIVE
STRATEGIC
<ul style="list-style-type: none"> • Are the mission goals clear and achievable? • How will mission goals be measured and reviewed against progress? • Are existing resources adequate and effectively utilised? • What additional resourcing is required? • Does the mission fit with Deanery, Regional and Diocesan plans? • Do mission outcomes take into account the work of other churches and faith-based service providers in the area?
OPERATIONAL
<ul style="list-style-type: none"> • Are there adequate people, structures and resources in the church to implement the mission plan? • What might prevent the mission plan from being fulfilled?
COMMUNICATIVE
<ul style="list-style-type: none"> • Has there been adequate consultation with the church and wider community? • Is there broad support from the church leadership team and church members? • Is the mission plan creative, exciting or inspiring?
SUMMING UP
<ul style="list-style-type: none"> • Is this mission plan faithful to our call to be the Anglican Church? • Is this mission plan realistic and achievable? • Is this mission plan one that you would want to contribute money to or be part of? • Is there a compelling strategic reason for supporting this mission plan? (e.g. sparsity of church presence, socio-economic)

Supplementary Resources

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