

MINISTRY ACTION PLANS (MAP)

Northeast is not going to become all that it can become because we all reached all of our goals. Northeast will become all that God intends because we all become:

- Better Leaders
- Better People
- Better Disciples

By building our MAP, we will leverage our leadership best to become:

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

The Purpose and Value of MAP

- Enhance our communication
- Clarify our responsibilities
- Increase our accountability and editability
- Strengthen our strategic implementation
- Increase alignment as a team to our vision, culture and philosophy
- Create lean ministry
- Increase progress and productivity
- Increase personal growth as a spiritual leader

MAPs are not:

- Designed for control. They help prevent chaos, and us doing what is right in our own eyes.
- 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. MAPs are a tool that serve 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.

The 3 Areas of our MAP

Core Responsibilities: Am I doing the right things?

Your core bullet list of what you are responsible for as a leader on the team. This will serve as a continual calibration of expectations of your role.

New Territory Goals:

Do they align with and advance the mission of Northeast?

2-3 ONLY, that are "must achieve/high impact" kinds of goals that create and sustain momentum. Additionally, have 1 personal that you want to achieve in this season.

- Not dramatic – but strategic
- Not big (might be) – but substantive (must be)
- Not static – but progress (move the ball down the field)

They are the things you focus on when you are short on time; you know the big rocks to move! And even though difficult, letting the little rocks lie . . .

Or better yet, develop other leaders to help you move them.

- 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.

Leadership Development Focus: Can you practice it?

This is 1 area that you want to grow in as a leader during this season. Additionally, your leader will bring 1 area he/she wants to see you grow in during this season.

Examples in the Wrong Direction:

- Not a To Do List but a To Be List
- It's not strategy; it's actual growth/change in you that you desire.
- Not about you mentoring someone. It's about your growth, not other's growth.
- Definitely not an action plan, task or part of your job.

- Not take a class, conference or attend college. That may be part of a plan or strategy, but name the specific thing you want to strengthen or improve.

Examples in the Right Direction:

- Improve Communication/Listening Skills
- Developing an Ear for God
- Improve Recruiting Skills
- Enhance Relational Skills
- Conquer Defensiveness / Face Insecurities

Helpful Process to Developing Your MAP:

Review your last season

- What worked? Why?
- What didn't work? Why?
- What didn't get done that mattered? What got in the way?
- 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?

Questions to ask yourself:

- What could God do through you this next season? Invest time in prayer – Ask God!
- What is an area that you know you need to grow in?
- What has your team repeatedly asked you?
- What would you launch if you 100% KNEW it'd be successful?
- Are your Core Responsibilities accurate? Do they reflect reality?
- What does the ministry/Northeast need?
 - Write your first draft of your NT goals.

- What is required of you to lead at the next level?
 - Write your thoughts on your Leadership Development Focus.