

Formation Plan Template: **Effective Ministry 360**

Welcome to the Effective Ministry 360 (EM360) Formation Plan Template. EM360 is a process supporting forward movement in *your personal vocational formation* as Pastor for *your congregation's mission and ministry*.



EM360 Feedback Report of Reflection & Assessment Data

EM360 Team Conversation
(Pastor + 2 S/PPRC members)

EM360 Formation Plan for Pastor within Congregation

The EM360 Formation Plan is an opportunity to transform assessment data and prayerful insights into a ***focused guide for collective action and vocational growth***.

How to Use this Template

- Explore your *EM360 Feedback Report* responses and reflect about your ministry
- Meet with your EM360 Team and follow the *EM360 Team Conversation Guide*
- Work together to prioritize goals and plans in this *Formation Plan Template*
- Set a communication & follow-up plan with the full S/PPRC and congregation
- Upload your completed *EM360 Formation Plan* (.pdf format) to your dashboard
- Let your DS know your *EM360 Formation Plan* is complete, schedule discussion if desired
- Revisit your *Formation Plan* often to guide vocational growth, & enjoy your journey!

Effective Ministry 360 Formation Plan

Congregation:	Start Date:
Pastor:	End Date:

Congregation's Mission, Ministry, Strengths & current needs and challenges:	The pastoral setting defines purpose and direction, and provides an important context for applying and growing a Pastor's vocational strengths while engaging the lay congregation's strengths and collaboration.

Pastor's Most Relevant & Unique Strengths in this Congregation, at this Time:	What are the Pastor's top strengths that are also most highly relevant to achieve effective ministry in this setting for the coming year? What fits?

To amplify Effective Ministry Results toward the Mission, what are the four greatest goals/possibilities for the Pastor & the Congregation:		Where is the congregation poised to evolve in its Mission? What will energize and enhance vitality? Which Knowledge, Skills, Abilities, & Personal Characteristics are ripe for meaningful, immediately relevant growth?
(Expand on next pages)	(Expand on next pages)	
1.	3.	
2.	4.	



Effective Ministry SMART Goal # : Specifically, we will...		S Simply state outcomes & strengths M Measurable indicators of change A Achievable in the near horizon R Relevant, worthy, & meaningful T Timely for congregation & pastor
Pastor		
<u>S</u> trengths to Apply to Goal:		
<u>S</u> trengths to Cultivate:		
Congregation		
How S/PPRC & Congregation will support Pastor to Apply, Cultivate, & Boost Strengths		
Measureable indicators of change, and the change we expect to co-create:		
Achievable milestone accomplishments, and the time and other resources we'll devote:		
Relevance , worth, and meaning of this goal to our mission:		
Timely , providential benefit of goal for our congregation and our pastor's vocational formation:		
First Action: Who will put this goal in motion, how and when?		

Note: To add additional SMART Goals, duplicate this page.

EM360 Goal Setting Questions & Ideas

To improve **Goal Specificity**, consider:

1. **“What” Targets:** What specific job activities will you improve? What is the visible outcome others will see in your congregation when you succeed?
2. **“Who” Targets:** What specific relationships will you improve? Who is the target population or audience?

To improve **Goal Measurability**, consider:

3. **Monitoring Flags:** What milestones, deliverables, or results will confirm your progress? What question can you ask yourselves to inspire accountability?
4. **Future State:** What will success look like? After months of effort, what beliefs will congregation members hold, what will be happening, what moments or interactions will be noticeable?

To improve **Goal Achievability**, consider:

5. **Progression:** What is the series of milestone accomplishments that can happen one at a time to create momentum?
6. **Resources:** Whose inputs of time and energy are needed to truly accomplish our vision for this goal? Can we confidently enlist and commit those resources? Think about: Frequency, Persistence, Consistency, Intensity, and Innovativeness – these are all possible options to energize a goal and make outcomes achievable. Is a team effort needed?

To improve **Goal Relevance**, consider:

7. **Importance:** Why does it matter to achieve this goal? How will it forward our Mission?
8. **Meaning:** What values does this goal embody and reflect? What will it mean about our identity serving the world if we are able to accomplish this goal?

To improve **Goal Timeliness**, consider:

9. **Why Now:** How will accomplishing this goal create a positive moment in history?
10. **Under My Watch:** What is the opportune alignment to accomplish this goal in the congregation with this Pastor at this time?

To improve **Goal Accomplishment**, consider:

11. **First Commitment:** What is the immediate first step that will get the ball rolling? What needs to happen to prepare and take that step? Who can help?