

## 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:

<b>Congregation's Mission, Ministry, Strengths &amp; current needs and challenges:</b>	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.

<b>Pastor's Most Relevant &amp; Unique Strengths in this Congregation, at this Time:</b>	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?

<b>To amplify Effective Ministry Results toward the Mission, what are the four greatest goals/possibilities for the Pastor &amp; the Congregation:</b>	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.



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