



Accountable Leadership Cycle	
Mission, Vision, & Purpose (God-sized Goals)	Ministries should come out of the church's mission, vision, and goals. Accountability is ultimately rooted in following Christ's mission for the congregation.
Discern + Research	The first step of the cycle is to discern ministry needs as rooted in the mission. Discernment takes prayerful conversation and research such as demographic studies, neighborhood prayer walks, conversations with the local school principal or mayor, and listening to neighbors.
Plan + Set Ministry Goals	The ministry team and coordinator should plan and set goals for the proposed ministry, including the purpose of the ministry, intended outcome, and trackable measurements. For example, a "bridge event" to connect to unchurched neighbors (purpose) and to meet our neighbors so we can build new relationships (intended outcome) by having an attendance of 75 people, collecting names and contact information for 30 people, and following up with three touch points in the next 30 days (trackable measurements). To successfully implement this relational event, we will

	<p>need plans for congregants to greet and get to know guests, not just “run the event.” In addition, people willing, equipped, and ready to engage in follow-up and relationship-building with the neighbors must be ready to go. Don’t wait until after the event to recruit and equip these people. They also need to outline exactly what those three touches will be and have those resources (i.e., notecards and stamps or flyers) or next steps (invitations for one-on-one coffee) identified and ready to go. Ministries without planned goals for transformational impact become random “feel-good events.” The ministry team should create clear goals as part of its ministry planning.</p>
<p>Implement: Ministry Impact</p>	<p>The responsible ministry team is now ready to execute the plan using the predefined goals. Ultimately, every serving disciple on the team (and the church) is accountable to the mission of the particular ministry and the congregation’s larger overall mission and vision. Impactful ministries seek to make disciple-making disciples who transform the world.</p>
<p>Evaluate: Assess Fruitful Impact</p>	<p>The ministry team should assess the ministry from proposal to event to follow-up to thank-you notes. What worked well? What needed work? What surprised the team? What was the Kingdom impact? Using the goals for the ministry, how did the ministry measure up? What did the team learn? Were there any Holy Spirit sightings during the ministry? This evaluation is a vital step in accountability. Don’t put off the evaluation! Gather the team within a week of the event to evaluate. If there are still parts of the implementation in play (i.e., follow-up over the next thirty days in our bridge event example), evaluate the event immediately. Then re-gather at the end of the 30-day follow-up period to evaluate that portion of the ministry. If the ministry is ongoing, evaluate it at least twice a year.</p>
<p>Reflect: Learning and Leading</p>	<p>A solid evaluation allows the coordinator and pastor to learn about the mission field and the congregation’s capacity for ministry follow-through. This reflection time is different from an evaluation. While an evaluation is about doing things right, reflection is about doing the right things. This may even be a time of reflection for both individual ministry reflection and reflection on ministries collectively. How are the ministries related and helping create energy or momentum for one another? Or are they completely disconnected and trying to reach entirely different demographics? Would our resources have more impact if our ministries were more related or if we were to realign our ministries for the same targeted demographic? Reflection is a skill and an intentional practice that invites the congregation’s leaders back into the season of prayerful learning and discernment about the congregation’s future.</p>