

GREATER NEW JERSEY'S STRATEGIC MINISTRY PLAN

VISION

We see a church like Jesus Christ—radical spirit and humble, teaching and healing, soul saving and soul tending, leader and servant, unbound and outbound for mercy and justice.

We also see a Wesleyan Church—personal holiness and social holiness, connectional and risk taking, thoughtful and inspirational, small groups and large vision, welcoming all and respectful of all.

MISSION

Recruit and develop transformational leaders to make disciples of Jesus Christ and grow vital congregations to *transform the world*.

DISCIPLES are life-long learners and followers of Jesus Christ, leaving behind safety and complacency to serve like Christ to make new disciples, end poverty, be graceful with those at the margins, connect with people who are different from us and magnify God's presence in the world. *This type of disciple is shaped, encouraged, sent and supported through vital congregations.*

VITAL CONGREGATIONS are inwardly transformed and missionally outbound. Vital congregations are Spirit-filled, forward leaning communities of believers that grow over time, welcome all people (Galatians 3:28), make disciples of Jesus Christ through the power of the Holy Spirit (Matthew 28:18-20) and serve like Christ through justice and mercy ministries (Micah 6:8 and Luke 4:17-21). Vital congregations engage and shape disciples in five ministries – worship, small groups, community mission, making new disciples and generous giving. *Vital congregations transform the world.*

A TRANSFORMED WORLD is a place where congregations, communities and people are working together to end poverty, eradicate racism, practice good stewardship of God's creation, seek peace and draw all people closer to God. This type of world is born through the Great Commandment, *love God and your neighbor* (Matthew 22). It begins with the church engaging its neighbors and working toward a peaceable kingdom as described throughout the scriptures. *A transformed world, vital congregations and new disciples require transformational leaders.*

TRANSFORMATIONAL LEADERS assess the gifts and needs of the congregation and community, set a courageous vision and goals, and inspire and equip the congregation to make new disciples, grow worship, grow disciples' faith through small groups, engage the congregation in life changing mission and increase giving to mission and ministry (Ephesians 4:11- 12). *Transformational leaders have high expectations of themselves and for their congregations.*

LEADERSHIP EXPECTATIONS include (but are not limited to):

1. *Connecting and relating* well with church leadership and membership and community residents,
2. *Developing leaders* within the congregation,
3. *Leading* the congregation to deeper faith and service in the world,
4. *Increasing vitality* through inspiring worship and messages, attracting and making new disciples, and engaging disciples in small groups, community hands-on mission and generous giving,
5. *Raising* sufficient funds for community and world mission, ongoing congregational ministry, shared ministries and salary and benefits.

CONGREGATIONAL EXPECTATIONS include (but are not limited to):

1. *Connecting with and welcoming* all people in the community,
2. *Engaging passionately and growing* in the five markers of a vital congregations,
3. *Creating* an environment for risk-taking and innovation,
4. *Supporting* the growth and development of transformational leaders and radical disciples, and
5. *Share generously* including 100% of shared ministry and billables.

GNJ EXPECTATIONS – To achieve our vision and mission, GNJ is compelled to shift how it thinks and carries out its ministry.

These shifts include:

1. From *managing* clergy and congregations **to being in relationship with** clergy and congregations.
2. From Conference *programming* **to** Conference *resourcing* leaders and local congregations.
3. From *telling* clergy and congregations *what to do* **to** *supporting* clergy and congregations *to innovate and create* how they will make disciples, grow vitality and transform the world in their context.

Therefore GNJ will focus on growing vital congregations and resourcing leaders and congregations.

GNJ RESOURCES congregations and transformational leaders that are ready and desire to become vital and more like Christ. Our primary resources are coaching, PaCE and Laity Pursuing Excellence groups, Team Vital and Communities of Hope. These resources come alongside and center leaders and congregations in their calling, help them assess their present gifts and

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challenges to set a vision, create a ministry action plan and provide support and technical assistance to achieve a God-sized vision. *Fruitfulness, faithfulness and effectiveness will be evaluated each year.*

GNJ EVALUATION includes three types of evaluations:

1. GNJ progress toward our vision, mission and developing vital congregations as well as its commitment to and quality of its resourcing leaders and congregations. This evaluation will be done in February and September and results will be reported to the annual conference session.
2. Congregational progress in the five areas of expectations and vitality will be evaluated every September and a report given and discussed at the charge conference.
3. Clergy leadership in the five areas of expectations will be evaluated in April. April is chosen so that it is not connected with salaries or appointments. The evaluation is a tool to help assess a pastor's progress and develop a plan for continued development.

GNJ GOALS

GNJ will grow from 14% to 41% vital congregations as it:

1. Increases the percentage of churches growing in worship attendance from 33% to 51%
2. Starts 90 new faith communities
3. Decreases the number of worshippers it takes to make a new profession of faith from 17 to 15
4. Increases the percentage of worshippers in small groups from 43% to 75%
5. Increases the number of young adults in small groups from 2820 to 3200
6. Increases our racial ethnic worshippers from 20% to 25%
7. Increases the percentage of worshippers engaged in mission from 8% to 40%
8. Increases local church dollars spent on mission 15% to 17%
9. Raises \$12 million through a mission campaign.

We believe accomplishing these goals will bear fruitful outcomes that include transformational leadership, radical discipleship, vital congregations and a transformed world as described above.

THE PATH TO VITALITY

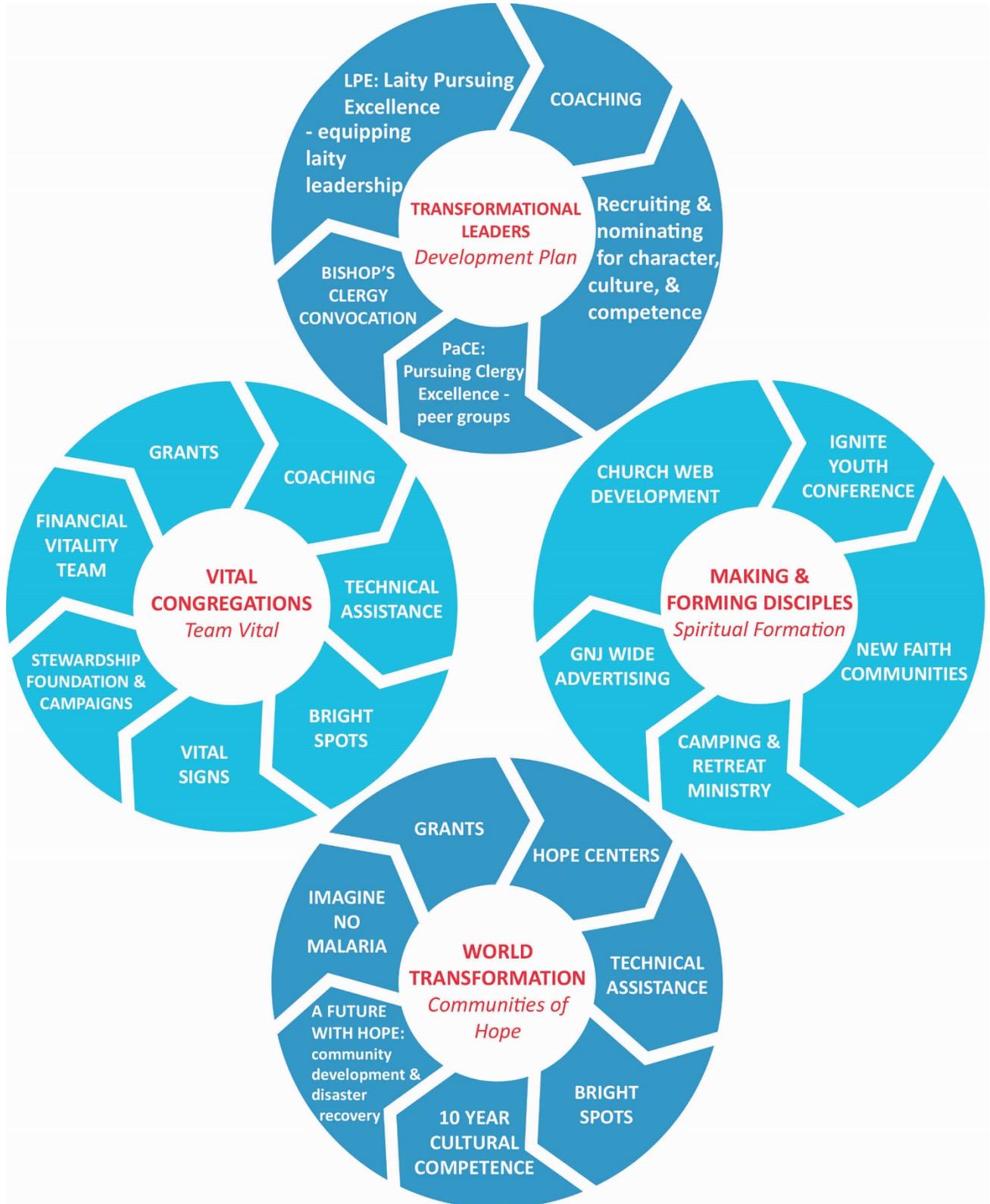
The ministry of GNJ is to fulfill a spiritual mission that requires a journey toward health and vitality. As the staff and GNJ leadership prayerfully and faithfully travel the path to vitality, we see more transformational leaders, disciples of Jesus Christ and vital congregations transforming the world.



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RESOURCES

GNJ provides resources to develop transformational leaders, make disciples, grow vital congregations and transform the world



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GNJ TRANSFORMATIONAL LEADERS: *Character, Culture, Competency*

We believe the church and the world needs transformational leaders. Leaders who form and inspire passionate disciples, grow vital congregations and transform the world. GNJ transformational leaders are lay and clergy believers who are Christ-centered and Holy Spirit led. They embody the character, possess the competency and fit culturally for the GNJ mission.

Character – *We recruit and equip Holy Spirit led Christ-centered believers with these characteristics:*

1. Passionate – leaders with a contagious love for God and others who are excited about the mission and move people and ideas to action.
2. Open – grace-filled leaders who are grounded and yet embrace new ideas and learnings. Leaders who are open to and embrace people who think, look, act and live differently.
3. Relational – leaders who are genuine in their relationship with God and others, seek a team experience and connect with others through their interests and ideas.
4. Learning – life-long learners who are teachable and dedicate their life to learning and applying new ideas.
5. Creative – leaders who don't let adaptive challenges stop the mission but are curious and inquisitive, take risks and apply innovative ideas even when there are limited resources to overcome challenges.

Culture – *We recruit and equip Holy Spirit led and Christ-centered believers who fit our team culture.*

1. Trust – leaders who trust and grow trust with others.
2. Disagreement – leaders with the ability to disagree in order to create better outcomes.
3. Commitment – leaders who are willing to commit to and follow through with action plans.
4. Accountability – leaders who take responsibility and are accountable for their work.
5. Results - leaders who are results oriented and are focused on the goal.

Competency – *We recruit and equip competent Holy Spirit led, Christ-centered believers.*

1. Transformational – Spirit-led pioneers who initiate a vision of what could be, develop strategies and inspire people to work together to achieve a life and world changing mission.
2. Analytical – leaders who make excellent decisions and resolve challenges using prayer, scripture, knowledge, input from others, data and experience.
3. Managers of Multiple Projects – leaders who are flexible and adapt to added work or challenges while maintaining excellence and a Christ-centered and warm spirit.
4. Organized – leaders who plan, formulate steps, prioritize and carry out work on time and with excellence to accomplish stated goals.
5. Communicators – leaders who listen for understanding, articulate with clarity and express directly and clearly through verbal and written communication.