MINISTRY EXPLORATION GUIDE

RUBEN DURAN
ELCA
I. EXPLORATION

- Study of an area for mission
- Assessment of a field readiness
- Analysis of local dynamics
- Feasibility study of potential new start
- DEM assists
- 90 Mission Plan – try out ideas
- Exploration and listening continue
II. EXPECTATIONS

• Short-term period of 3, 6, 9 months.
• One on one relational interviews
• Demographic study
• Some group visits
• Identify potential partners and alliances
• Make a plan to try ideas (90 Mission plan tool is helpful)
III. LEADERSHIP

- Who will take the lead?
- How will pastoral resources be arranged?
- Who will keep it going?
- How will evaluations be done? Goal setting?
IV. COMPONENTS FOR EXPLORING
I. AREA POTENTIAL

- Find evidence of population density and/or growth
- Check people’s openness to a new ministry
- Inquire about partnerships with other churches and community organizations
2. COMPPELLING VISION

- Clarity regarding purpose and mission vision
- Common vision owned by local leaders (Synod, others).
- Clarity about the audiences to be in ministry with (young adults, ethnic, multicultural, suburban, small town/rural, etc).
- What is the vision that will propel a new mission/ministry here?
3. CLEAR MINISTRY PLAN

• Identify initial plans to connect with people and begin to build a critical mass of leaders

• Plan for listening to community leaders

• Ideas for increasing visibility, including social media

• If a new ministry will be launched here, what would be the best strategic steps to take and people to engage right away.
4. LEADERSHIP

- What leadership characteristics are needed for an effective ministry in this context? Give reasons.
- Is there a particular leadership model recommended?
- Any insights on openness to the leadership of laity, women, people of color and language other than English, LGBTQIA+, Pastors and Deacons?
- Who should lead? Behavioral Interview style questions
- Do the skills exist with current staff or will this require additional staff.
5. CONTEXTUAL MODEL

- The model supports the vision & goals of the ministry plan
- The model is sensitive to the culture or cultures of the target audience(s) or context
- The model is consistent with the economic realities of the area
- Models: SAWC, Store-front, Church starting Churches, Parallel Development, One Church-Two Expressions……
6. ADEQUATE RESOURCES

- New ministries need local partners for Prayer, Presence and Presents in order to have a better chance to experience and enhance their vitality
- Vitality over time leads to sustainability
- It takes a village to grow a new ministry. Identify people, and church organizations willing to help in this potential ministry.
7. GOOD SUPPORT MECHANISMS

- Mission Development Training
- Coaching
- DEM’s Supervision and Bishop’s support
- Network/Cohorts
- System of reporting, learning and evaluation
- Conference and Synod gatherings
- Ecumenical Partners and Community partners.
V. READING THE CONTEXT

- God is already there; where are the spots and the people who confirm this?

- Who else is there? Have you met?
  Many do God’s work, but are unaware!!

Key: trade judgement for curiosity
Reading the Context

Church and community
In mission

Determine what your community is and engage.
ENGAGING YOUR COMMUNITY

- 1. Helicopter View
- 2. Street View
- 3. Community Capacity
- 4. Power Analysis
- 5. Collective Impact
I. HELICOPTER VIEW

- Check the demographic information
- Office of Research and Evaluation, ELCA – DEM will help
- Free service at your request
- Census information and more
- Give the office 2-3 weeks to get back to you with your request
- Other vendors: Percept, MissionInsitite, city-data.com;
Estimated 2015 Percent African American Population by Block Groups for ZIP Code 68111 Omaha, NE
Projected 2020 Percent African American Population by Block Groups for ZIP Code 68111 Omaha, NE
Sample from Demographic Trend Report

### Pop Facts: Demographic Snapshot (Part 1)

<table>
<thead>
<tr>
<th>Population</th>
<th>68111</th>
<th>Omaha</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020 Projection</td>
<td>24,260</td>
<td></td>
</tr>
<tr>
<td>2015 Estimate</td>
<td>23,584</td>
<td></td>
</tr>
<tr>
<td>2010 Census</td>
<td>23,098</td>
<td></td>
</tr>
<tr>
<td>2000 Census</td>
<td>25,426</td>
<td></td>
</tr>
<tr>
<td>Growth 2015-2020</td>
<td>2.87%</td>
<td></td>
</tr>
<tr>
<td>Growth 2010-2015</td>
<td>2.10%</td>
<td></td>
</tr>
<tr>
<td>Growth 2000-2010</td>
<td>-9.16%</td>
<td></td>
</tr>
</tbody>
</table>

#### 2015 Est. Population by Single-Classification Race

<table>
<thead>
<tr>
<th>Race</th>
<th>68111</th>
<th>Omaha</th>
</tr>
</thead>
<tbody>
<tr>
<td>White Alone</td>
<td>5,826</td>
<td>24.70%</td>
</tr>
<tr>
<td>Black or African American Alone</td>
<td>13,780</td>
<td>58.43%</td>
</tr>
<tr>
<td>American Indian and Alaska Native Alone</td>
<td>367</td>
<td>1.56%</td>
</tr>
<tr>
<td>Asian Alone</td>
<td>747</td>
<td>3.17%</td>
</tr>
<tr>
<td>Native Hawaiian and Other Pacific Islander Alone</td>
<td>17</td>
<td>0.07%</td>
</tr>
<tr>
<td>Some Other Race Alone</td>
<td>1,254</td>
<td>5.32%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>1,593</td>
<td>6.75%</td>
</tr>
</tbody>
</table>

#### 2015 Est. Population Hispanic or Latino by Origin

<table>
<thead>
<tr>
<th>Origin</th>
<th>68111</th>
<th>Omaha</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not Hispanic or Latino</td>
<td>21,168</td>
<td>89.76%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>2,416</td>
<td>10.24%</td>
</tr>
</tbody>
</table>

#### Pop. by Single-Classification Race by Hispanic/Latino

<table>
<thead>
<tr>
<th>Hispanic or Latino</th>
<th>68111</th>
<th>Omaha</th>
</tr>
</thead>
<tbody>
<tr>
<td>White Alone</td>
<td>1,952</td>
<td></td>
</tr>
<tr>
<td>Black or African American Alone</td>
<td>2,416</td>
<td></td>
</tr>
<tr>
<td>American Indian and Alaska Native Alone</td>
<td>2,954</td>
<td></td>
</tr>
<tr>
<td>Asian Alone</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Native Hawaiian and Other Pacific Islander Alone</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Some Other Race Alone</td>
<td>900</td>
<td></td>
</tr>
<tr>
<td>Two or More Races</td>
<td>262</td>
<td></td>
</tr>
</tbody>
</table>

Sample from Demographic Trend Report
2. STREET VIEW

- Walk, walk and walk your area
- Find ways to mingle and connect if your area is more regional or spread-out
- Listen, seek understanding
- Accompany people
- Receive hospitality. Luke 10; Jesus sending the 70 out.
- Use the One on One relational meetings to listen & learn
3. DISCOVER COMMUNITY CAPACITY

- Use the “asset mapping” methodology
- Involve leaders in church and community
- Villages and communities around the world discover assets to help them deal with their ever-growing needs
- Combine gifts you already have and put them in action for church and community.
- Assets: gifts in action
RESOURCES

• “The Great Permission”, an ELCA resource; Augsburg Fortress
• Asset-Mapping resources from Luther Snow (Iowa)
• Asset-Based Community Institute, at Northwestern University, Evanston, IL; Dr. Jodie Kretzman
4. POWER ANALYSIS

• Every community has a nerve
• Your ministry needs to connect to that nerve and define its role based on your purpose and principles
• Connect with current leaders in community centers, community development, non-for profits; community organizing groups, ecumenical partners and others.
POWER ANALYSIS

• The one on ones relational meetings will help you get a picture of the way life is organized in your community
• How are decisions made? Who has the greatest influence on those decisions?
• How are those decisions affecting people?
• What systems create disparity, walls of separation and/or bridges to wellbeing!!
POWER ANALYSIS

1. Define the issue that needs to be addressed
2. Who are those most affected by this issue and how? Are their voices being heard?
3. Who or what entity has the ultimate power to address this issue and solve it?
   What is their self-interest?
4. Who has the strongest influence in the decision-makers? What’s their self-interest
5. How can we connect #4 with #2: the base
6. What is the role of the church on this issue?
PRACTICE POWER ANALYSIS

• 1. 2 Kings 4:1-7. Elisha and the widow

PRACTICE

• Acts 6:1-6. The story of the Greek Widows
• Issue led to Acts 15, the 1st Churchwide Assembly.

• Use Power Analysis within your church (redevelopers) and in the community. People will help turn “walls” of division into planning “tables” for community wellbeing.
5. Collective Impact

• Channeling Change: Making Collective Impact Work,
By Fay Hanleybrown, John Kania, & Mark Kramer.
www.ssireview.org
Collective Impact

• Collaborative efforts for substantial impact.
• Five Conditions:
  • 1. Common Agenda
  • 2. Shared Measurement
  • 3. Mutually Reinforcing Activities
  • 4. Continuous Communication
  • 5. Backbone Support
Social capital - the connections among individuals, social networks with reciprocity; the more relationships someone (or some institution) has in their community, the more likely to be effective, employed, engaged, volunteer
Reading Your Community: the next 6 months

• 1. Helicopter View
• 2. Street View
• 3. Community Capacity
• 4. Power Analysis
• 5. Collective Impact
• Any micro-enterprises in the community?
GOD AT WORK: 2 WAYS

- God operating in and through the Church
- God operating in and through civic society.

- 2 ways of working, only one history
GOD’S VISION FOR COMMUNITY

How should we live together?

Who’s at the table?  Left out?

What’s difference between God’s vision and our reality?
TWO PATHS--TWO SOLUTIONS

- **Needs** (What is not there)
  - Services to meet needs
  - Consumers
  - Programs are answer

- **Assets** (What is there)
  - Connections & contributions
  - Local leaders
  - People are the answer

Programs are the answer
DISCOVERING ABUNDANCE

• **Asset Mapping** - (community and congregation) - eyeballing
  • New eyeglasses
  • Learning conversations
  • Discovering with our feet
  • Discovering together
LEARNING ONE ON ONE CONVERSATIONS

1) Tell us about something good that happened in the community recently

2) Issues & concerns you want to work on?

3) Gifts, capacities & skill to share?

4) Strong relationships with others (associations/institutions)

5) Further contacts you would suggest (other people - name, phone, address)
MAPPING YOUR COMMUNITY

- God’s Mission
- Institutions
- Associations
- Public Spaces
- Other churches & faith communities

People
Go to the people
Live among them
Learn from them
Love them
Start with what they know
Build on what they have;
But of the best leaders
when their task is done
The people will remark
“We have done it ourselves.”
Lao-Tau, 700 BC
INVITATION

- God is inviting all children of God to get OUT of their comfort zones to see God at work in the world.
- Building relationships and partnerships we will find many who are doing God’s work without knowing it.
- We might be able to connect and learn together how God’s dream is becoming a reality there. By God’s grace, churches will be renewed and new ministries will be called into existence.
A COMMUNITY IN MISSION

• Building relationships in the public arena
• Restoring community
• At home in church and world
• Listening, Serving, witnessing

• Jeremiah 29:7 Seek the welfare of the community where I have sent you, and pray on its behalf, for in its welfare you will also find your welfare.
VI. REPORT AND RECOMMENDATIONS

- Outline:
  - A. Intro with area description
  - B. Address the 7 Components in section IV.
  - C. Articulate the Insights, Key Learnings and Specific Recommendations regarding a New Start in this area.
  - D. Add an Appendix with appropriate data.