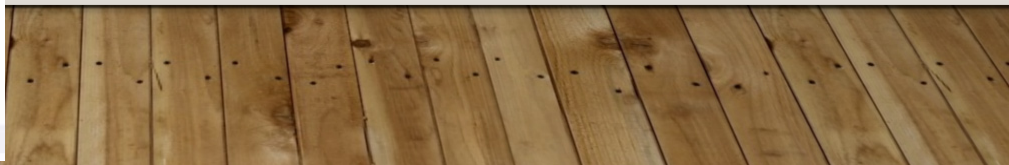




# MINISTRY EXPLORATION GUIDE

RUBEN DURAN  
ELCA



# I. EXPLORATION

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- 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

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- 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)

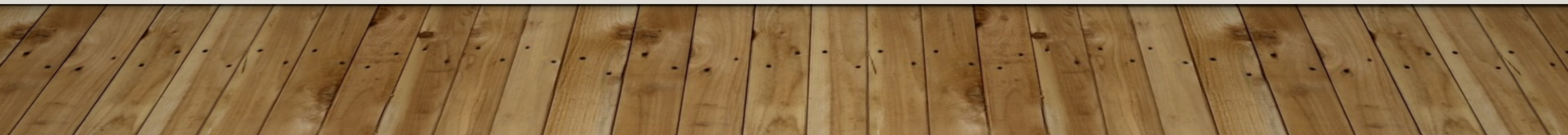
# III. LEADERSHIP

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- 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

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# I. AREA POTENTIAL

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- 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. COMPELLING VISION

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- 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

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- 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

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- 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

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- 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

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- 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

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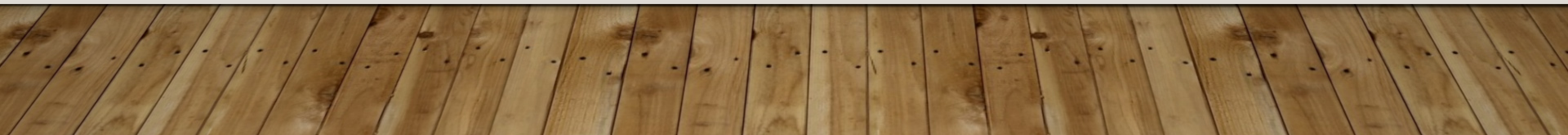
- Mission Development Training
- Coaching
- DEM's Supervision and Bishop's support
- Network/Cohorts
- System of reporting, learning and evaluation
- Conference and Synod gatherings
- Ecumenical Partners and Community partners.

# V. READING THE CONTEXT

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- 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!!

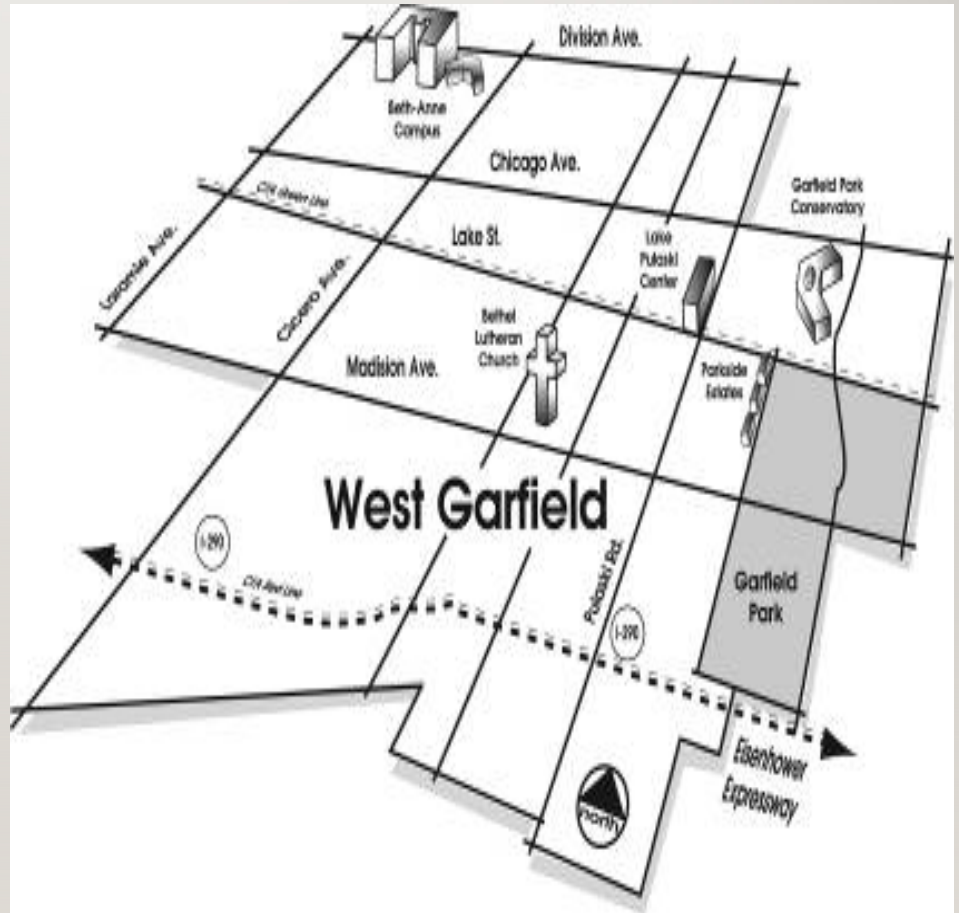
Key: trade judgement for curiosity



# Reading the Context

Church and community  
In mission

Determine what your  
community is and engage.





# ENGAGING YOUR COMMUNITY

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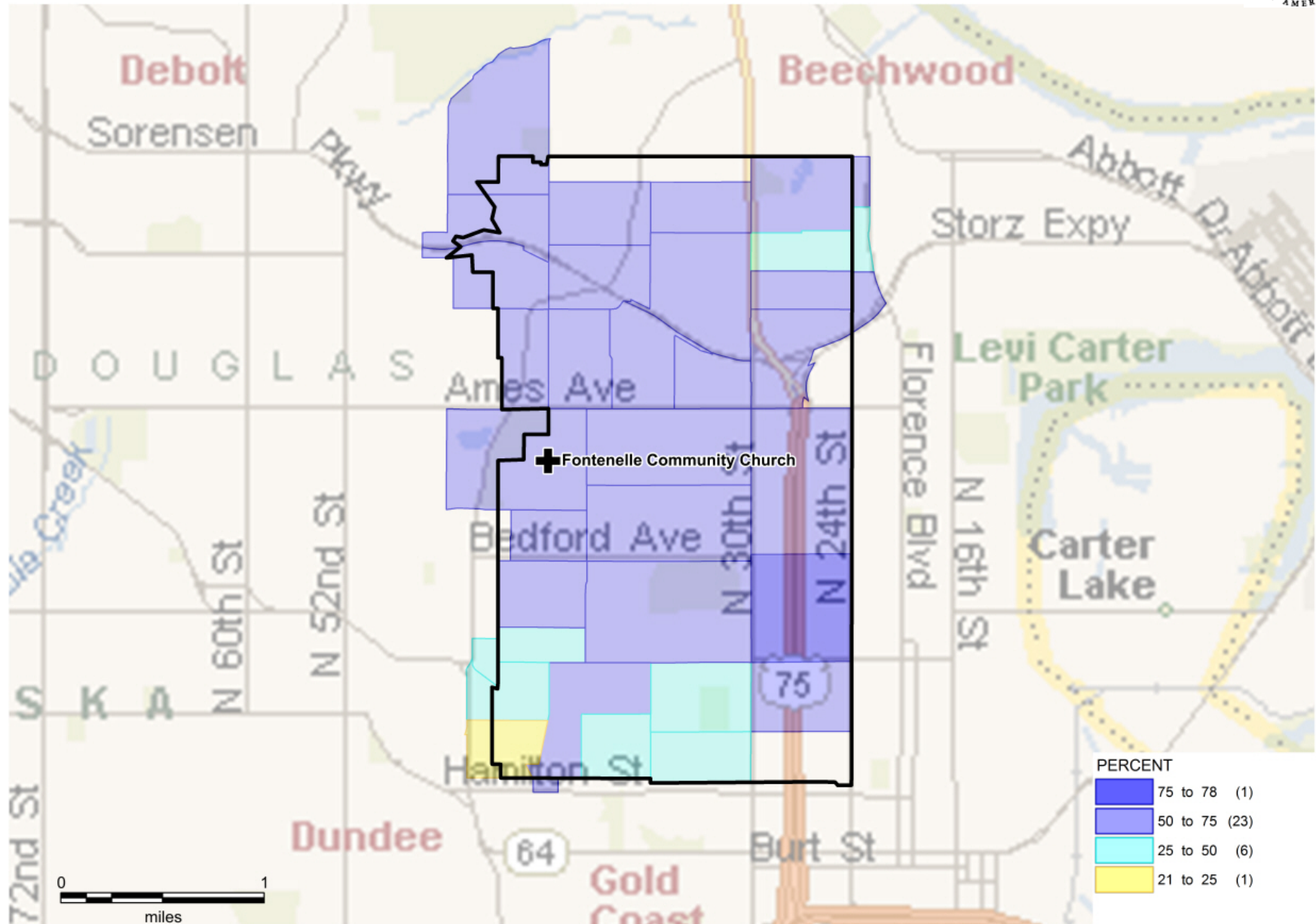
- 1. Helicopter View
- 2. Street View
- 3. Community Capacity
- 4. Power Analysis
- 5. Collective Impact

# I. HELICOPTER VIEW

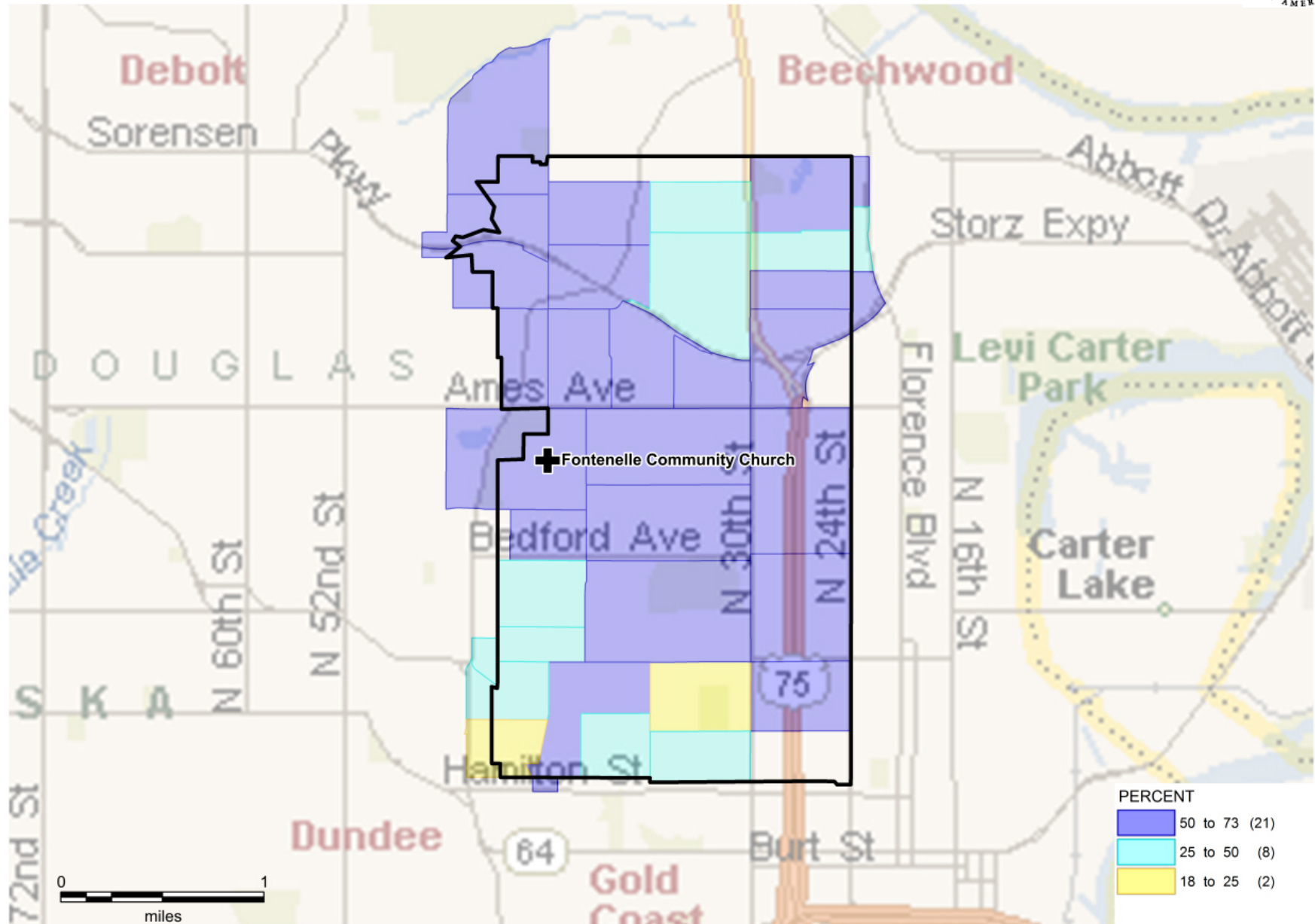
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- Check the demographic information
- Office of Research and Evaluation, ELCA – DEM will help
- Free service at your request
- Census information and more
- Give the office 2-3 weeks to get back to you with your request
- Other vendors: Percept, MissionInsite, [city-data.com](http://city-data.com);

**Estimated 2015 Percent African American Population  
by Block Groups  
for ZIP Code 68111 Omaha, NE**

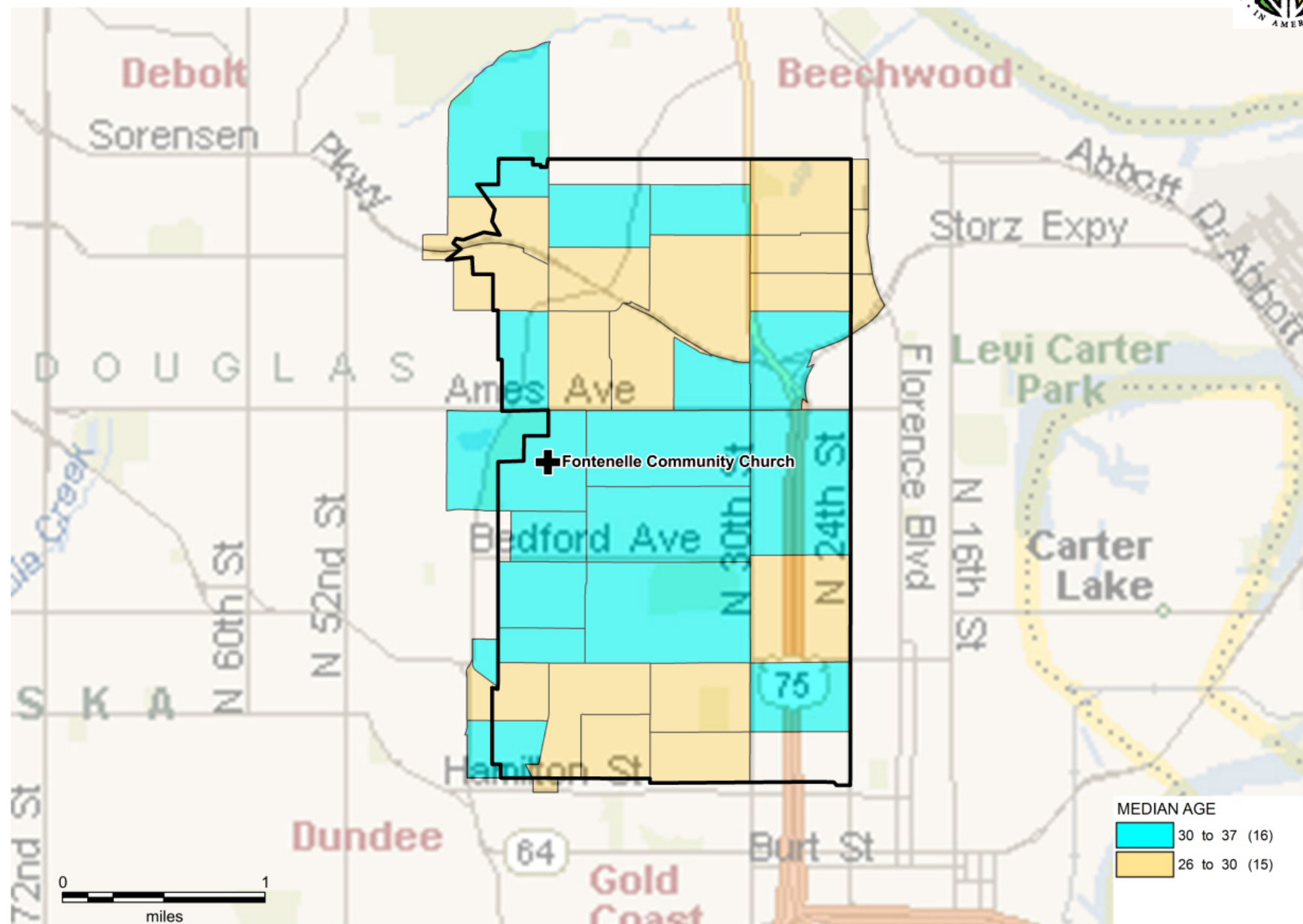


**Projected 2020 Percent African American Population  
by Block Groups  
for ZIP Code 68111 Omaha, NE**





Estimated 2015 Median Age  
by Block Groups  
for ZIP Code 68111 Omaha, NE



Pop Facts: Demographic Snapshot (Part 1)		68111 Omaha
<b>Population</b>		
2020 Projection	24,260	
2015 Estimate	23,584	
2010 Census	23,098	
2000 Census	25,426	
Growth 2015-2020	2.87%	
Growth 2010-2015	2.10%	
Growth 2000-2010	-9.16%	
<b>2015 Est. Population by Single-Classification Race</b>		
White Alone	5,826	24.70%
Black or African American Alone	13,780	58.43%
American Indian and Alaska Native Alone	367	1.56%
Asian Alone	747	3.17%
Native Hawaiian and Other Pacific Islander Alone	17	0.07%
Some Other Race Alone	1,254	5.32%
Two or More Races	1,593	6.75%
<b>2015 Est. Population Hispanic or Latino by Origin</b>		
Not Hispanic or Latino	21,168	89.76%
Hispanic or Latino	2,416	10.24%
<b>Hispanic or Latino by Origin</b>		
Mexican	1,827	75.62%
Puerto Rican	109	4.51%
Cuban	31	1.28%
All Other Hispanic or Latino	449	18.58%

← Sample from Demographic Snapshot Report

Pop Facts: Demographic Trend	68111 Omaha					
	2000/2010 Census	%	2015 Estimate	%	2020 Projection	%
<b>Population by Sex*</b>						
Male	10,789	46.71%	11,059	46.89%	11,448	47.19%
Female	12,309	53.29%	12,525	53.11%	12,812	52.81%
<b>Pop. by Single-Classification Race by Hispanic/Latino*</b>						
<b>Hispanic or Latino:</b>	<b>1,952</b>		<b>2,416</b>		<b>2,954</b>	
White Alone	587	30.07%	698	28.89%	832	28.17%
Black or African American Alone	139	7.12%	158	6.54%	180	6.09%
American Indian and Alaska Native Alone	59	3.02%	74	3.06%	82	2.78%
Asian Alone	4	0.20%	5	0.21%	5	0.17%
Native Hawaiian and Other Pacific Islander Alone	1	0.05%	1	0.04%	1	0.03%
Some Other Race Alone	900	46.11%	1,152	47.68%	1,448	49.02%
Two or More Races	262	13.42%	328	13.58%	406	13.74%
<b>Not Hispanic or Latino</b>	<b>21,146</b>		<b>21,168</b>		<b>21,306</b>	
White Alone	4,706	22.25%	5,128	24.23%	5,593	26.25%
Black or African American Alone	14,541	68.76%	13,622	64.35%	12,735	59.77%
American Indian and Alaska Native Alone	239	1.13%	293	1.38%	347	1.63%
Asian Alone	511	2.42%	742	3.51%	976	4.58%
Native Hawaiian and Other Pacific Islander Alone	15	0.07%	16	0.08%	17	0.08%
Some Other Race Alone	99	0.47%	102	0.48%	112	0.53%
Two or More Races	1,035	4.89%	1,265	5.98%	1,526	7.16%

→ Sample from  
Demographic Trend  
Report





## 2. STREET VIEW

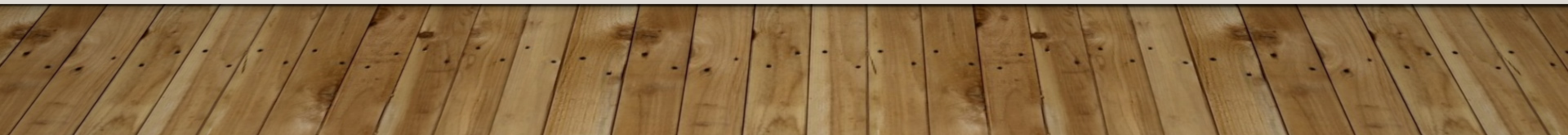
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- Walk, walk and walk your area
- Find ways to mingle and connect if your area is more regional or spread-out
- Listen, seek understanding
- Accompany people
- Receive hospitality. Luke 10; Jesus sending the 70 out.
- Use the One on One relational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

# 3. DISCOVER COMMUNITY CAPACITY

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- 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

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- “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

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- 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

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- 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

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- 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

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- 1. 2 Kings 4:1-7. Elisha and the widow
- 2. Acts 6:1-7. Care of widows in the early church.

# PRACTICE

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- Acts 6:1-6. The story of the Greek Widows
- Issue led to Acts 15, the 1<sup>st</sup> 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.

Stanford Social Innovation Review, 2012

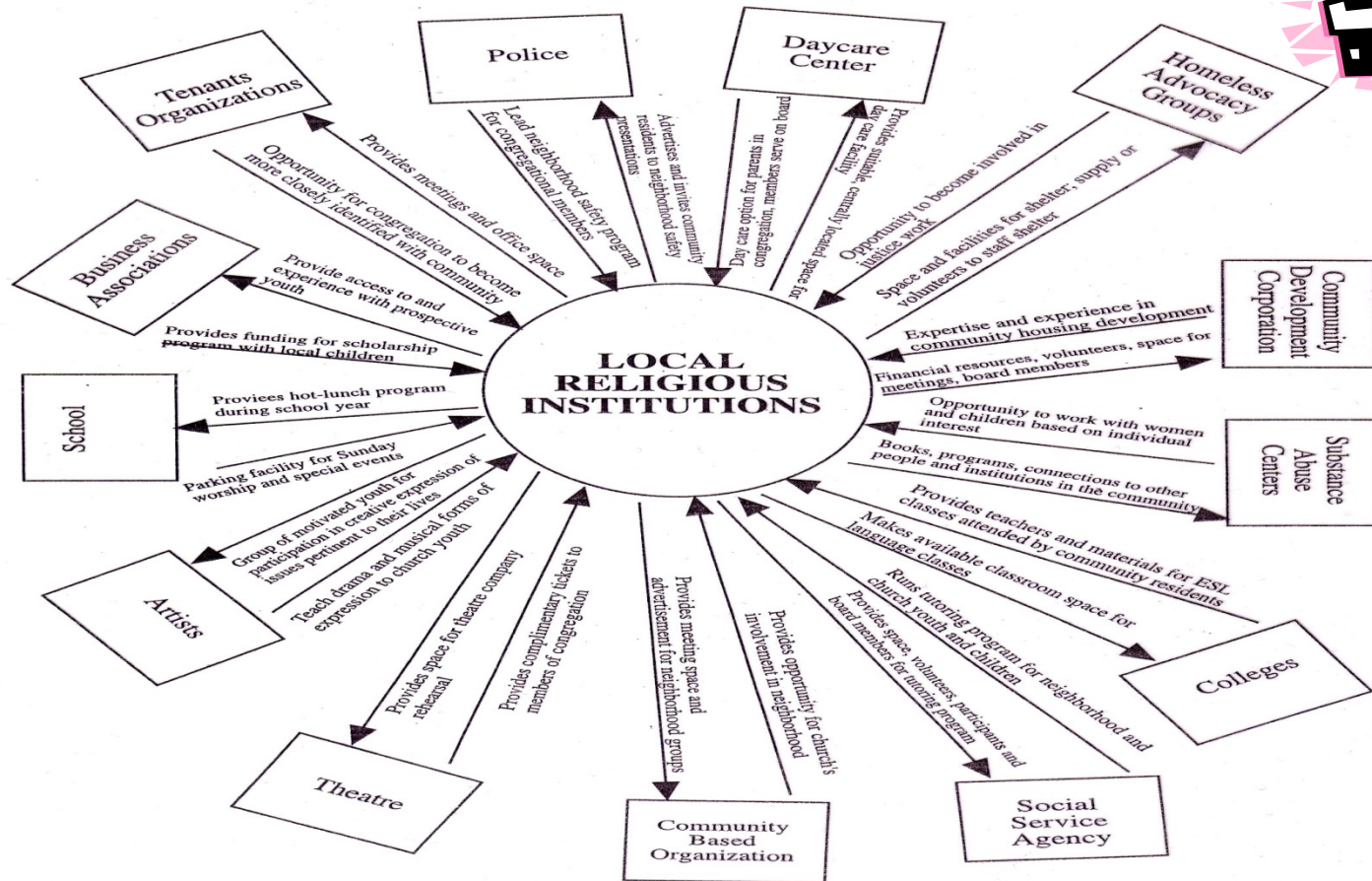
[www.ssireview.org](http://www.ssireview.org)

# 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

## RELEASING THE POWER OF LOCAL ASSOCIATIONS AND ORGANIZATIONS

Chart Three: One on One Relationships



***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

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- 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

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How should we live together?

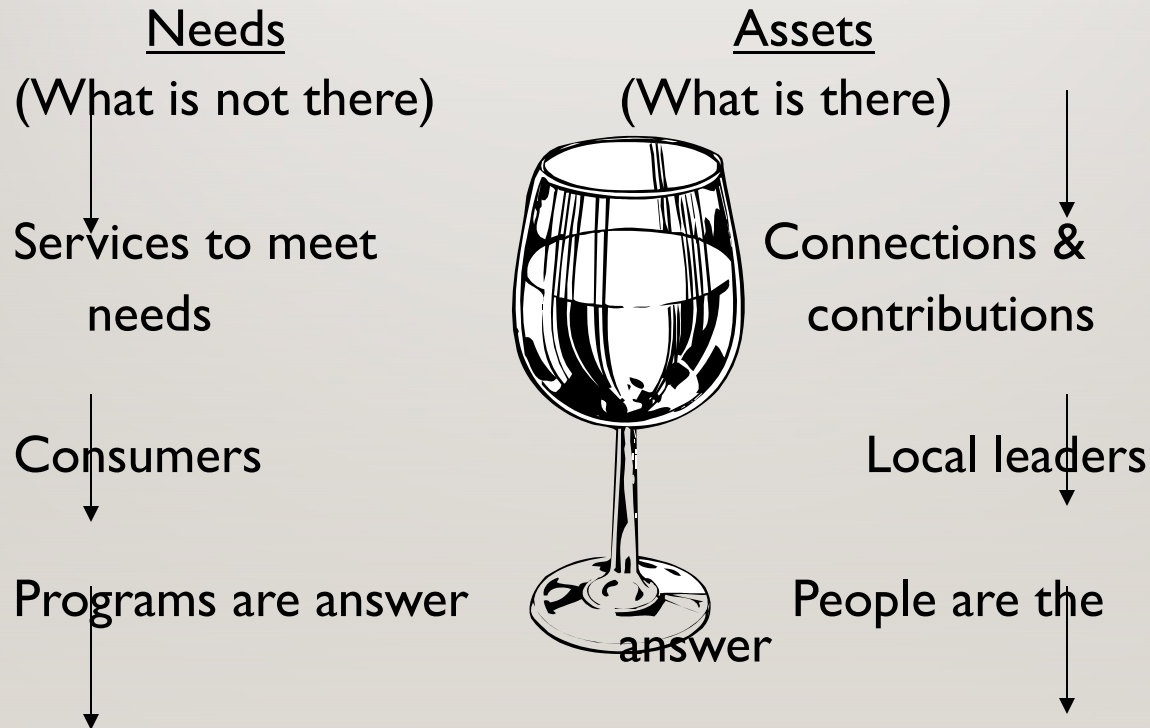
Who's at the table? Left out?

What's difference between  
God's vision and our reality?



# TWO PATHS--TWO SOLUTIONS

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# DISCOVERING ABUNDANCE

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- Asset Mapping - (community and congregation) - eyeballing
  - New eyeglasses
  - Learning conversations
  - Discovering with our feet
  - Discovering together



# LEARNING ONE ON ONE CONVERSATIONS

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- 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)



# Community Assets

Businesses

Local Institutions

Schools

Churches

Associations

Block Clubs

Parks

Gifts of Residents

Income

Artists

Libraries

Youth

Elderly

Labeled/Marginalized

Social Groups

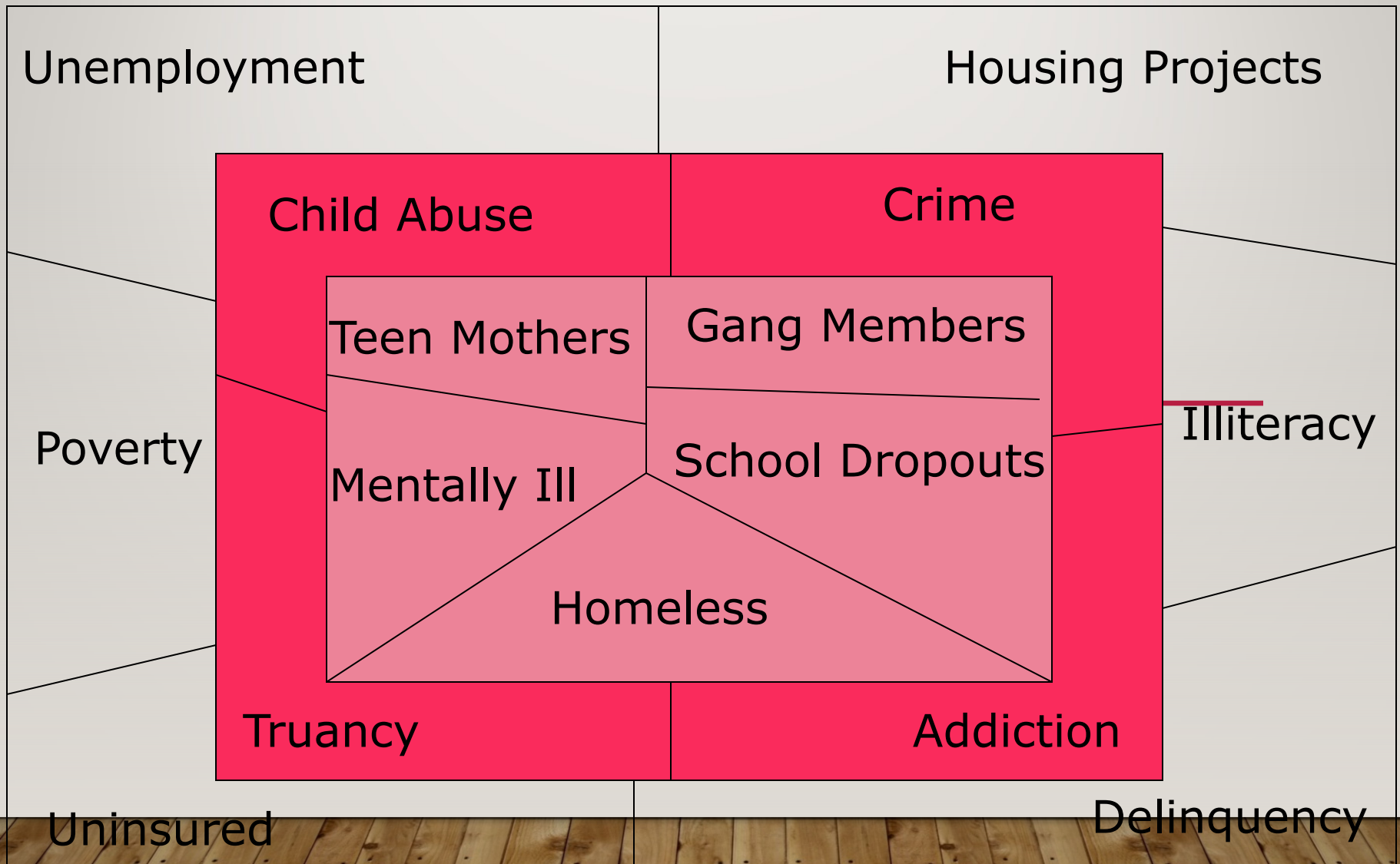
Self-Help Groups

Hospitals

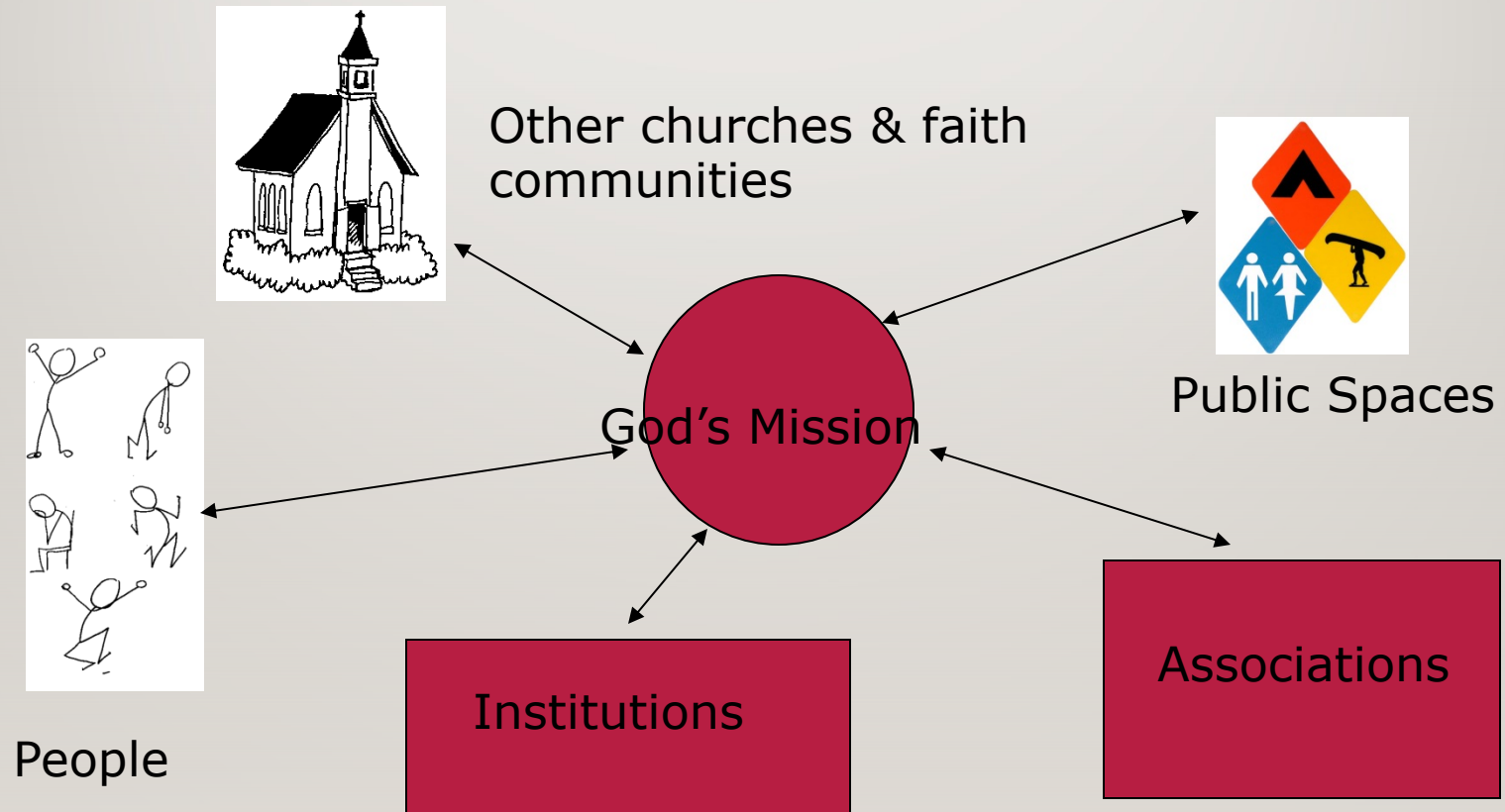
Nonprofits



# Community Needs Map



# MAPPING YOUR COMMUNITY



# COMMUNITY ACTION



*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

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- 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

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- 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

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- 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.