Godward	Usward	Outward	Leadership	Support
G1: GATHERING	**U1-BELONGING**	**O1-4 OPENNESS**	**L1-4 PRIORITY**	S1-4 ADMINISTRATION
G1 Form and liturgy *Meeting with God* Corporate times of meeting with God: how these are devised and led in such a way to enable everyone to participate within a range of forms.	*U1 Community* *The life of the family* The idea of 'belonging to a local group of Jesus' disciples' instead of 'going to church' and how this depth of love for each other within a congregation is shown to newcomers, for example.	*O1 Gospel outlook* *Thinking on the outside* The idea of the church being gospel-centred and outward-focused as the very reason for its existence, seeking to engage with people on their terms rather than through a church-centred agenda.	*L1 Minister* *The leader for the leaders* The idea of the Minister(s) being released from non-essential work to focus on their real role and priorities, free from unacceptable levels of pressure.	*S1 Office* *The hub of the church's operation* The effectiveness of the office (or the equivalent) for administration, reception and communication, separate from pastoral ministry but seen for its spiritual value.
G2 Music and worship *Praising God* The styles of music that are used to inspire and lead people to a real engagement with God in awe and wonder, rather than to pander to personal tastes,	*U2 Support* *Sharing within the family* The levels of support for each other so that practical needs are being met and no one can drift away without that being noticed.	*O2 Local presence* *Living on the outside* The church's presence within the local community, seen as a place of healing,siding with the powerless,	*L2 Character* *Standards required for leaders* The need to appoint leaders throughout the church based on Christian character so that they are respected as people of God, worthy role models of teamwork, godly behaviour, family life and wise judgement.	*S2 Structures* *The shape of the church's operation* The church's structures and staffing for present size and future development, and the church's programme given the amount of resource available.
G3 Scripture and teaching *Listening to God* The place and authority of Scripture in the life of the church, and the way in which it is taught to change lives and prove applicable to daily living.	*U3 Care* *Special needs within the family* The degree to which the church shows costly love to those in special need, both within the membership and those the church is seeking to serve.	*O3 Ways in* *Welcoming all from outside* The range of ways in to belonging and believing, catering for those for whom standard church services would be intimidating, not putting up unnecessary barriers.	*L3 Vision* *The driving force for leaders* The place of vision for what God might do through everyone, with a willingness to follow his Spirit even though he may take people out of their comfort zones.	*S3 Co-ordination* *Collaboration within the church's operation* The co-ordination between different areas of the church to avoid clashes of interest or loss of opportunity.
G4 Children and teens *Young people with God* Opportunities for younger members of the church to meet God through Jesus in a relevant way, whether in age-groups or in all-age events.	*U4 Integration* *Welcome into the family* The way in which newcomers become part of the Christian community from their first welcome on through a process of growing into a full part of the membership.	*O4 Wider concern* *Linking to the outside* The church taking an active and informed interest in the wider world, secular and ecclesiastical, locally, nationally and internationally.	*L4 Christ as Lord* *The spiritual foundation for leaders* Leadership passion throughout the church for Christ to be Lord so that decision- making seeks to follow God's will rather than to be determined by human logic or preference.	*S4 Good practice* *Professionalism within the church's operation* Adherence to all necessary legislation and best practice in the way the church deals with people and handles its ministry.
	U5-8 BONDING			
	U5 Small groups *Growing together*			

G5-8 DISCIPLESHIP		O5-8 OUTREACH	L5-8 ACTION	S5-8 RESOURCES
G5 Enthusiasm *The reality of faith* The level of passion people have for their faith in the Lord Jesus Christ and the way they live this out in who they are and the discipline of how they live. **G6 Prayer and Bible** The source of faith The centrality of both prayer and the study of the Scriptures in the lives of church members. **G9 DEVELOPMENT** *G9 Spiritual growth* *Evidence of movement* People's growth towards spiritual maturity over time.	The effectiveness of the small group structure within the church, its coverage of the congregation and the encouragement and support people find from it. *U6 Young people* *Growing up together* The health of relational groups for each age band from crèche to senior teens, with young people valued as full, contributing disciples and members of the church. *U7 Involvement* *Working together* The idea of the church as an army of workers not passive observers, with people trained in their gifting to serve God in both church and world. *U8 Communication* *Staying together* Effective communication channels to link leaders and members, and groups within the church, to create a sense of purpose and unity. **U9 DEVELOPMENT** *U9 Relational growth* *Evidence of movement* People's growth in love towards each other over time.	*O5 Network witness* *Being good news* The encouragement given to all church members to be active Christians 24/7, supporting them in daily lives at work, school, home, in their networks. *O6 Practical service* *Living out good news* The church offering a healing ministry to a hurting world through acts of compassion and service to the local community and to the poor everywhere. *O7 Direct evangelism* *Sharing good news* The church's involvement in activity designed to proclaim the good news of Jesus Christ through all available networks. *O8 Global mission* *Supporting others in good news* The enthusiastic support for mission elsewhere in the UK and globally through personal support, prayer and giving to all engaged in outreach and development. **O9 DEVELOPMENT** *O9 Numerical growth* *Evidence of movement* Growth in numbers over time.	*L5 Planning* *Preparing and monitoring the Journey* The preparation, outworking and monitoring of a suitable planning process with the big picture clearly distinguished from the daily detail. *L6 Decision-making* *Choosing the route for the journey* The efficiency of the decision-making process and it effectiveness in what it achieves (engaging with real issues instead of trivia). *L7 Difficulties* *Managing hardships on the journey* The ability of the leadership to handle external attack and internal difficulties with wisdom and discernment, managing change well, taking advice when appropriate. *L8 Outcomes* *Reaching the end of the journey* How well balanced the church is in relation to the Godward, Usward and Outward themes, with a sense of working well towards the vision, whatever the cost. **L9 DEVELOPMENT** *L9 Attitudinal growth* *Evidence of movement* People's growth in thinking and acceptance of wise changes introduced.	*S5 Staff* *People to enable ministry* The staff team (however defined) and, if paid, the way they are employed and managed, and how they work alongside all other church workers. *S6 Plant* *Buildings to enable ministry* The suitability of the church building, any halls, houses or hired buildings and the equipment whether owned or hired. *S7 Finance* *Money to enable ministry* Finances seen as a key area of spiritual ministry to serve rather than dictate vision, and the way they are managed. *S8 Records* *Information to enable ministry* The maintenance of records, databases, files, etc. to enable effective pastoring, mobilisation, communication and administration. **S9 DEVELOPMENT** *S9 Professional growth* Evidence of movement The church's growth in terms of quality of life and service over time.

Circle The Theme: **Godward, Usward, Outward, Leadership, Support**

Activity & Priority	Challenges

Enabling & Engagement	Evidence of Growth