

## Summarize the "To Be" (goal) State, as envisioned in 3 – 5 years

- ☞ iGo People – your goal(s) for the quality and quantity of one-on-one relationships with those who need Jesus and how they are being sustained
  
- ☞ Leaders – your goal(s) for who's living missionally, how they portray being champions of local outreach, how they organize the congregation to attend to the least-last-lost.
  
- ☞ Culture – goal(s) for the congregation's posture for outreach, its heart for others
  
- ☞ Reachback – goal(s) on congregational backing of outreach, to include resourcing, discipling of members, prayer

## Compare where you want to be with where you are now – the "As Is" state of your church (refer to the worksheet):

- ✚ Vital signs indicating church status and trends
- ✚ The Word preached and taught, as it pertains to "love your neighbor" and "Go!"
- ✚ Evidence of deeds (mercy, service) to non-members, non-Christians
- ✚ Members' hearts, compassion, and mercy for those not yet in relationship with Jesus
- ✚ Leaders' and members' lifestyles to B-L-E-S-S non-Christians

## Gap Analysis between "As Is" and "To Be" states

1. What appear to be the main challenges or obstacles in reaching your goal state? Consider:
  - ☞ Lack of emphasis on local outreach; thoughts, words, and deeds have been sparse so there's low impetus and no perceived need for change
  - ☞ Diffusion: no clear, simple vision or unifying message on local outreach
  - ☞ Culture is heavily oriented toward how to be a member and participant in the church
  - ☞ Low expectations for member involvement – just thankful that people attend worship
  - ☞ Existing programs (by members for members) consume much member and staff time, energy, and church funding – but these are "sacred" and cannot be altered in order to make room for outreach
  - ☞ Me-centric attitudes – we like who we are and what we do for worship, Bible study, groups, and ministries; we are unwilling to give up anything to spend time on the lost
  - ☞ The sentiment that we're barely making it now, so how can we take on more? We cannot fit this in and we will not give up anything to make room for it
  - ☞ Low number of active, willing volunteers
  - ☞ Financial obligations, commitments, and allocations tie up all available funds
  - ☞ A profit-making "cash cow" operation (day care?) that drives non-missional decisions
  - ☞ Fear that too much outward focus will alienate stalwart members, decrease worship attendance, participation, and giving
  - ☞ Clergy, staff, and elected leader responsibilities, as defined by job descriptions, do not include outreach – leaders are neither expected nor available for outreach
  - ☞ Traditions and member preferences, such as for worship styles, mission trips, annual cycles, habits, a desire for status quo: member fears or resistance to change
  - ☞ Mood and motivation of members – low sense of urgency to reach the lost, unwilling to give up something in order to reach others, no ownership of the Great Commission
  - ☞ Complacency: we like how things are . . . we're doing okay right now . . . why change?
  - ☞ Low or no recognition of "repenting for the things left undone" or of Scripture that calls for obedience to Jesus' commands
  - ☞ Distractions . . . it just seems like there's always something popping up
  - ☞ Drift: we have not kept the main thing the main thing, i.e., redemption, salvation, Jesus
  - ☞ Leaders are too busy – tyranny of the urgent – and cannot exit from commitments because members wouldn't understand
  - ☞ Really no leadership by example, no role modeling . . . leaders convey "do as I say, not as I do"
  - ☞ Major needs must be addressed first, such as capital campaign, peacemaking, reconciliation, revitalization
  - ☞ Discouragement: tried this and went nowhere; tried and got no support; tried & failed
  - ☞ Committees, boards, approvals, votes, and various other aspects of governance; outreach plods as a deliberate venture codified in a planned and resourced program
  - ☞ Paralysis by analysis: study, discuss, deliberate, committee it, get more data, study the demographics, etc. etc.
  - ☞ Spiritual immaturity, lack of discipleship of members – we're not strong enough
  - ☞ Need for training and equipping on outreach, witnessing, etc. – we believe that we're not ready and need to build our knowledge and skill yet
  - ☞ We can't do outreach and we're not evangelists, that's what missionaries are for
  - ☞ We DO outreach; we have an annual mission trip, an annual food drive, and a website that even streams our services (we just don't have any relationships with anyone)

