

Comparing Congregational Gifts and Goals

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GIFTS

Express the strengths of a congregation.

They are the activities that engage the members in what they do best as a religious community.

Create community.

Tell stories of member participation.

They lead to meaningful and rewarding experiences.

Motivate by passion and sense of calling.

Gifts find expression through human interaction. The contents of gifts are the people served.

Touch all aspects of the congregation.

Gifts are relational and context-sensitive. Their activities form the congregation's mission and ministry. Effective results emerge from an ongoing process of discovering and serving the gifts. Relational thinking is emphasized.

Expand choices through their collective impact.

Shift attention toward relations and patterns to produce a desired effect.

Gifts direct attention toward human relations, group wisdom, creative growth, and the cultivation of religious community.

Gifts feed the human soul.

GOALS

Set the tasks of a congregation.

They name measurable achievements and develop timelines and priorities for completing those tasks.

Create results.

Are stated for a purpose.

They lead to desired and anticipated ends.

Motivate by deadlines.

Goals find their completion by achieving results. The contents of goals are planned activities.

Focus on expected results.

Goals are context-blind. Effective results derive from staying intentional. Strategic thinking is emphasized.

Remind church leaders of the choices they have made.

Shift attention away from human relations and congregational patterns. Goals direct attention toward concrete results, products, programs, and planned activities.

Goals mark the progress of a plan.