What Are We Doing?!
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What are we trying to do and what difference are we trying to make? Once we know our mission or why we do what we do, then we need to discover ways to determine if we have accomplished what we set out to do. This Session is designed for a group to discuss how to identify and measure ministry outcomes (90-105 minutes depending on conversation).

Part 1: What is an Outcome?

Watch Video: *What is an Outcome*

Definition: *Outcome*

1. The measurable/describable difference
2. you believe God is calling you to make
3. in the next chapter of your life.

Notes
Group Discussion Questions:

Think about a ministry in your congregation. What are the intended outcomes of the ministry?

Think about your church council meetings. What are your intended outcomes for those meetings?
Part 2: Conversely Speaking

Read/Review: *Three Essential Types of Leadership Conversations* by Gil Rendle

Three Kinds of Conversations
1. Maintenance
2. Preferential
3. Missional

Notes

Group Discussion Questions:

Where do you see maintenance and preferential conversations happening in your congregation?
What would be different if you were having missional conversations in those same places?

Are any teams having missional conversations when they meet? Which one? How do you know they are missional conversations?
Part 3: It Doesn’t Count!

Watch Video:  It Doesn’t Count

Notes

Group Discussion Questions:

Think about the ministry in your congregation you discussed in Part 1. How can you measure its success?

Review the APGAR Scale on the next page. How could something like this improve your church council and other meetings?
**Team Meeting APGAR — Score**

The following should be used occasionally or when meetings feel particularly difficult. Each participant should fill it out anonymously and the scores averaged. Also, look for consistent low scores in any particular area.

Answer the following in the last ten minutes of your meetings. Responses should be based on your own experience and perspective of the meeting. **This is anonymous.**

For each question use the following scale:

- 0 = Not at all
- 1 = Yes, at times
- 2 = Yes, we did

1. ______We invited the movement of the Holy Spirit into our time together.
2. ______We collaborated in our work rather than competed for attention and resources.
3. ______We treated one another with respect and cared for our relationships as we worked.
4. ______We remained optimistic.
5. ______Our work focused on the future of our ministry rather than on the past.

   **Total: ______**

After everyone has responded, average the total score from each respondent.

If your average score is seven or less, take some time to reflect on the following:

- Did one question consistently score lower than the rest? How can you improve at your next meeting?
- Did one or more individuals score the meeting lower than the rest? How can you make sure everyone feels valued as part of the team?
- What will you do differently at your next meeting?
What Are We Doing?!
Session Outline
100-105 minutes total

Part 1. What is an Outcome?

Watch Video: *What is an Outcome?*  8:12 min
(What Are We Doing - What is an Outcome)
Group Discussion Questions  20-25 min

Part 2. Conversely Speaking

Review the article by Gil Rendle, *Three Essential Types of Leadership Conversations*  15-20 min
Group Discussion Questions  15-20 min

Part 3. It Doesn’t Count

Watch Video: *It Doesn’t Count*  12:08 min
(What Are We Doing - It Doesn’t Count)
Group Discussion Questions  20 min
APGAR Score  10 min