

CARTER METROPOLITAN CME CHURCH ENVISIONING NEXT

OPEN FOR GOD'S BUSINESS

Rising and Thriving Through Courageous Imagination

Leadership Clarity: Our Destination • Our Outcomes • Our Pathway

WHERE ARE WE GOING?

Carter is becoming a spiritually vibrant, intergenerational church where people are growing, leaders are developing, ministries are expanding their impact, and together we are making a visible difference in our church and community.

We honor the people, ministries, traditions, and faithful service that have brought Carter this far. Honoring what has been does not require us to keep doing everything the way it has always been done.

Our goal is not simply to keep ministries going. Our goal is to keep ministry growing and making a difference.

YOU WERE INVITED TO BRING...

YOUR HEART

What matters? Who or what is God calling us to care about, reach, serve, strengthen, or advocate for?

YOUR DREAMS

What could be? What can you imagine Carter - and your ministry - becoming?

YOUR ENERGY

What will we do? What are we willing to help move from possibility to action?

Now we move from imagination to action.

WHAT WILL OUR DESTINATION LOOK LIKE?

PEOPLE ARE GROWING

People are increasingly engaged in worship, discipleship, fellowship, service, and Christian community - not simply attending.

MINISTRIES ARE EXPANDING THEIR IMPACT

Every ministry understands why it exists, who it serves, and what difference it is called to make.

LEADERS ARE DEVELOPING

Existing leaders develop others, new people receive meaningful opportunities to serve, and ministry becomes less dependent upon the same faithful few.

CARTER IS MAKING A VISIBLE DIFFERENCE

Our worship, discipleship, care, outreach, advocacy, education, fellowship, and community presence make a meaningful difference within and beyond our walls.

ONE DESTINATION - MANY CONTRIBUTIONS

Every ministry does not have to do the same thing. But every ministry should be able to show how what it does helps move Carter toward where we have said we are going.

BUILDING ON OUR MINISTRY ACTION PLANS

Last year's Ministry Action Plans were an important beginning. We are not abandoning them. We are building on them.

PURPOSE → PEOPLE → PRIORITIES → ACTION → IMPACT

Rather than beginning with "What events are we going to have?" we begin with: Why do we exist? Who are we called to reach or serve? What matters most now? What will we do? What difference should it make?

Given where God is calling Carter now, what does our ministry need to BECOME - not simply continue doing - and what will we do to help Carter get there?

CARTER METROPOLITAN CME CHURCH

HOW DO WE GET THERE?

OUR LEADERSHIP PATHWAY

1. ALIGN - KNOW THE MISSION

Before asking "What have we always done?" ask: "What does our ministry exist to accomplish, and what does Carter need from us now?" Our ministries may have different purposes, but we share one destination.

2. IMAGINE - SEE BIGGER

Dream. Pray. Listen. Learn. Collaborate. Existing ministries are invited to see beyond familiar activities. New voices are invited to bring new possibilities. Courageous imagination does not erase our history. It builds upon it.

3. PLAN - GIVE VISION A PATH

Use the Ministry Action Plan to move from ideas to intentional action. Be clear about WHAT, WHY, WHO we are reaching or serving, WHO is responsible, WHEN, resources needed, and the IMPACT we hope to make.

4. MOVE - LEADERS LEAD

Once there is clarity and alignment, leaders lead. We are growing from "Pastor, tell us what to do" toward "Here is what we believe our ministry can do to advance the mission." Some leaders may need more guidance than others. That is okay. The goal is growth, not comparison.

5. COMMUNICATE - FREEDOM WITHIN FRAMEWORK

Initiative is encouraged. But when something affects Carter's calendar, finances, facilities, public communication, partnerships, major events, or commitments of other people, appropriate communication and approval should happen before implementation or public announcement.

6. DEVELOP - BRING SOMEBODY WITH YOU

Leadership is not only getting the work done. Leadership develops people. WATCH → WORK WITH → WORK → RELEASE. Develop people while doing ministry, not by creating more meetings. EVERY LEADER DEVELOPS ONE.

7. REFLECT - LEARN AND ADJUST

Ask: What happened? Who was impacted? What did we learn? What should continue, change, or stop? What comes next? We may strengthen, reimagine, expand, combine, pause, or release something so our energy remains focused on fruitful ministry.

ACCOUNTABILITY IS NOT CONTROL. IT KEEPS US ALIGNED.

OUR LEADERSHIP CULTURE

HONOR THE PAST • DISCERN THE PRESENT • IMAGINE THE FUTURE

ALIGN • PLAN • COMMUNICATE • MOVE • DEVELOP

FREEDOM WITHIN FRAMEWORK

Better Together - We Are One!

CARTER METROPOLITAN CME CHURCH A PASTORAL STATEMENT

Leadership • Alignment • Empowerment • Accountability

I do not want Carter to become a church where everyone waits for the pastor to tell them what to do. Yet, it is imperative that Pastoral leadership be supported as we journey toward next.

My responsibility is to make the vision clear, establish healthy boundaries, protect our shared mission, provide pastoral and spiritual leadership, and empower people to use the gifts God has given them.

Once there is clarity, I expect leaders to lead.

I want you to dream. I want you to bring ideas. I want you to see possibilities beyond what we have always done. I want our existing ministries to imagine greater impact, and I want new leaders and new voices to know there is room for their gifts.

At the same time, initiative must operate within accountability. We will have freedom within framework. Our ideas, activities, and initiatives must align with the mission we share and honor the processes that protect the whole church. We must keep love, Jesus mandated love, as the foundation and core of all we do.

For those who need more guidance, we will help you grow.

For those who are ready to move, we will give you room to lead.

For those who have faithfully served for years, we honor what you have built - and invite you to help us imagine what comes next.

We are not abandoning our foundation. We are building from it.

We can honor yesterday without requiring tomorrow to look exactly like it. We can value what has been while remaining open to what can be. And we can create room for God to use our heart, our dreams, and our energy to shape Carter's next chapter.

SO, WHERE IS CARTER HEADED?

**PEOPLE GROWING. • LEADERS DEVELOPING.
MINISTRIES EXPANDING THEIR IMPACT.
CARTER MAKING A VISIBLE DIFFERENCE.**

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Bring Your Heart. Bring Your Dreams. Bring Your Energy.
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