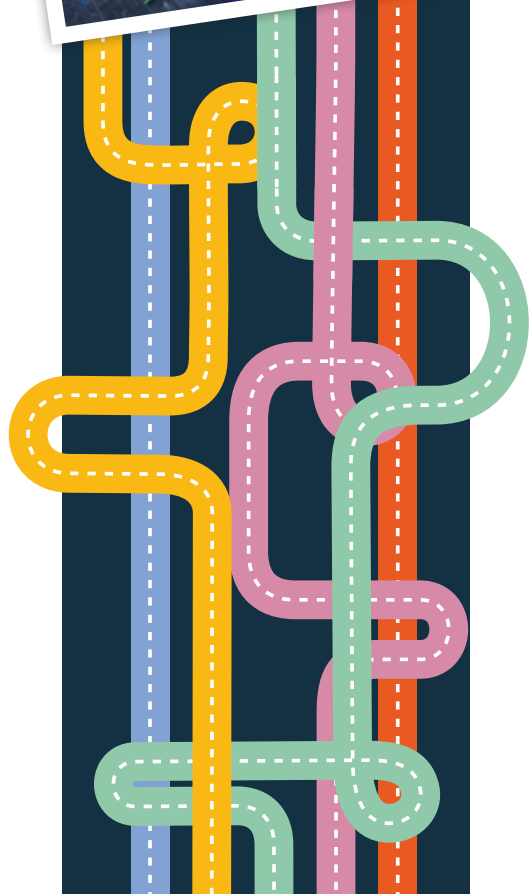




Reimagining Ministry: Tools for the Good Futures Accelerator Journey





Dear Partners in Ministry,

The Office of Innovation is excited to share this resource packet designed to assist mid councils and congregations as you discern and embark on your journey with the Good Futures Accelerator. This toolkit provides a unique opportunity to reimagine how ministry and money can align for transformative social enterprise, enabling congregations to leverage their resources creatively and faithfully for community impact.

Within this packet, you'll find tools and guides designed to equip your team with the clarity and confidence to navigate this journey. Whether you're determining if the Good Futures Accelerator is the right fit for your context or seeking practical ways to strengthen your team, these resources will help you lay a strong foundation for innovation.

Here's what you'll find in this packet:

- **Assessment Tool:** A discernment resource to help you evaluate your congregation or mid council's readiness to engage with the Good Futures Accelerator.
- **Core Team Personas:** A guide to identifying the essential roles, skills, and perspectives needed for a successful core team.
- **Core Team Assessment Tool:** A resource for core team leaders to evaluate potential team members based on key strengths, experiences, skills, and motivations outlined in the personas.
- **Creative Warm-Up Exercises:** Imaginative activities designed to inspire your core team, spark innovative thinking, and prepare for meaningful work with the Good Futures Accelerator.
- **Additional Resources:** Recommendations from other organizations to broaden your understanding and provide further inspiration for aligning ministry with money for sustainable, impactful social enterprise.

As you engage with these tools, we encourage you to approach this work with prayer, collaboration, and a vision for what's possible when God's people come together to transform their communities. The Good Futures Accelerator is more than a toolkit—it's an invitation to live into the creative and innovative potential of the church in new and exciting ways.

With gratitude for your ministry,

The Office of Innovation

Interim Unified Agency Presbyterian Church (U.S.A.)

GFA Readiness Assessment

This tool is designed to help your church determine if the Good Futures Accelerator (GFA) is the right resource to help align your mission with your financial assets, including the creation of a social enterprise or development of church property. Answer the following questions honestly to assess your readiness.

Section 1: Mission Alignment

1. Does your congregation have a clear and shared mission or vision statement?
 - Yes
 - No
2. Is your leadership team committed to exploring innovative ways to align church resources with your mission?
 - Yes
 - No
3. Have you previously discussed using church property or assets to address community needs?
 - Yes
 - No
4. Are there specific unmet needs in your community that your church feels called to address, or are you invested in exploring what those needs are and how you might best contribute to meeting those needs in alignment with your mission?
 - Yes
 - No

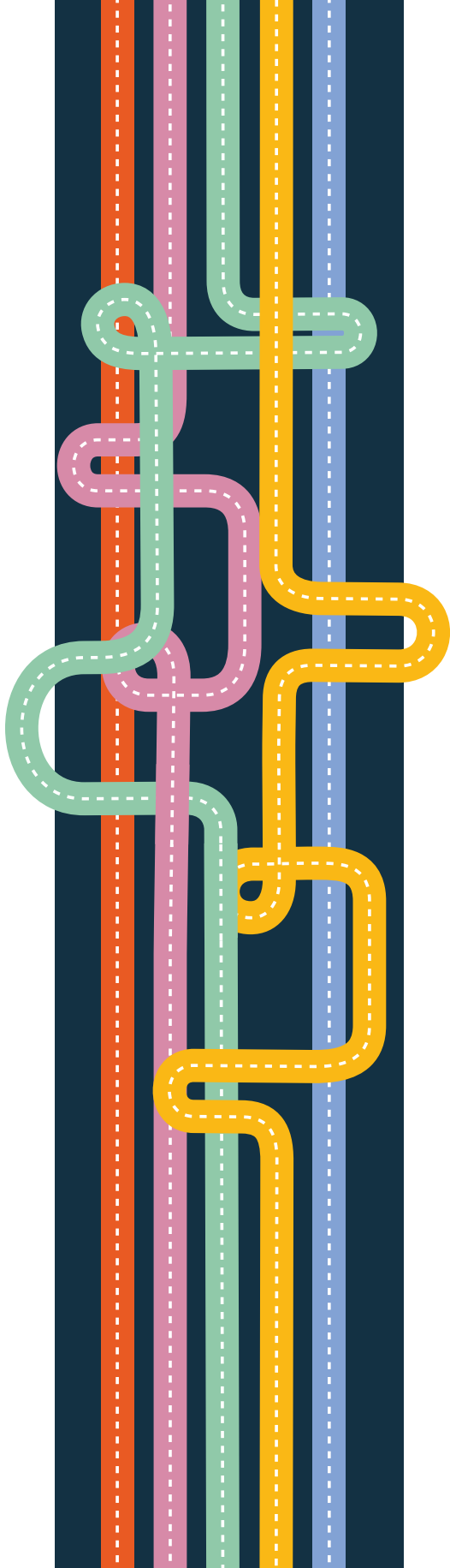
Section 2: Leadership and Capacity

5. Does your church have a core group of leaders willing to dedicate time to learning and implementing new strategies?
 - Yes
 - No
6. Is your church open to working with external partners or experts?
 - Yes
 - No
7. Has your church successfully completed any major initiatives or projects in the past three years?
 - Yes
 - No
8. Are you able to dedicate financial resources (e.g., 50% of GFA costs after the discount) toward this initiative?
 - Yes
 - No

Section 3: Property and Assets

9. Does your church have underutilized property or assets that could be repurposed for ministry?
 - Yes
 - No





10. Is your congregation willing to consider creative uses for church property, even if they differ from traditional practices?
- Yes
 - No
11. Have you experienced challenges with maintaining or managing your church property?
- Yes
 - No

Section 4: Culture and Mindset

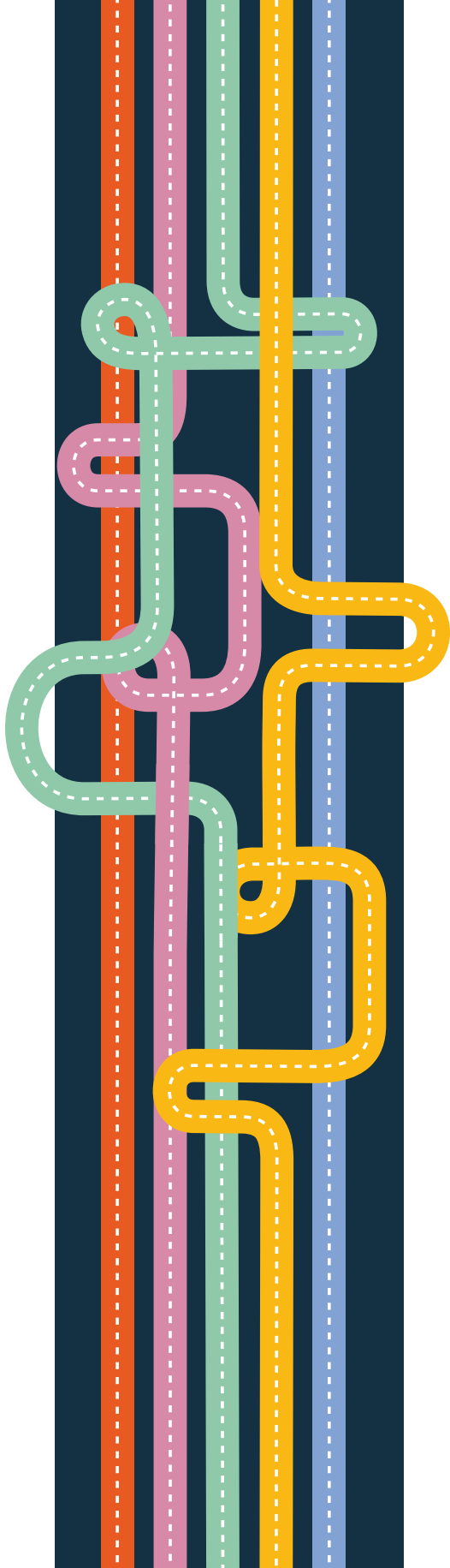
12. Is your church open to change and innovation?
- Yes
 - No
13. Are members of your congregation willing to participate in workshops, reflection activities and discussions?
- Yes
 - No
14. Is there a willingness to engage in a gamified learning journey with experiential exercises and reflection questions?
- Yes
 - No

Section 5: Congregational Health

15. Is your congregation experiencing steady or growing membership and engagement?
- Yes
 - No
16. Does your church have an average worship attendance that supports ongoing ministry and operational needs?
- Yes
 - No
17. Are your congregation's finances stable, with the ability to cover current expenses without depleting reserves?
- Yes
 - No
18. Does your church have a long-term vision that extends beyond immediate survival?
- Yes
 - No
19. Would you describe your church as being more than 1–2 years away from the possibility of closure?
- Yes
 - No
20. Are there active ministry programs or initiatives engaging members and the community?
- Yes
 - No



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Scoring

14-20 Yes Answers: Your church is highly prepared for the Good Futures Accelerator. You have a strong foundation of mission alignment, leadership capacity, congregational health and openness to innovation.

10-13 Yes Answers: Your church shows promise but may need to strengthen certain areas (e.g., leadership buy-in, financial readiness or congregational health) to fully benefit from the GFA.

9 or Fewer Yes Answers: Your church may need to address foundational challenges before engaging with the GFA. Consider utilizing other resources or consulting with the Office of Innovation for additional support.

Reflection Questions:

What excites you most about the possibility of aligning your mission with your resources?

What challenges do you foresee, and how might your church address them?

By completing this assessment, your church is taking the first step toward innovative ministry and impactful change!

Next Steps

1. Review Your Results: Discuss the results with your church leadership team.
2. Explore Resources: Visit pcusa.org/innovation for additional tools and information.
3. Contact Us: Reach out to your presbytery leaders or the Office of Innovation to schedule a consultation or learn more about the Good Futures Accelerator.



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Contact Us

For more information or to purchase the Good Futures Accelerator, visit pcusa.org/innovation or contact us at innovation@pcusa.org.

Personas for the Good Futures Accelerator Core Team



The Visionary Leader

Name: Alex Thompson

Role: Pastor or Lay Leader

Background: Alex has a gift for casting a compelling vision and inspiring others to act. With years of experience leading church initiatives, Alex knows how to rally a congregation around a common purpose.

Motivations: Alex is passionate about helping the church live out its call to be a force for justice and hope in the community.

Key Strengths: Strategic thinking, storytelling, and inspiring others to see new possibilities for mission and ministry.

Challenges: Balancing day-to-day responsibilities with the time and energy needed to champion big-picture initiatives.

Quote: "Imagine a future where our congregation's work transforms lives and communities."



The Creative Problem-Solver

Name: Jamie Patel

Role: Church Member with a Passion for Innovation

Background: Jamie is known in the congregation for their creativity and ability to think outside the box. Jamie's background in organizing events and brainstorming solutions has been a valuable asset to the church.

Motivations: Jamie wants to see the congregation embrace innovative approaches to ministry that meet real-world needs in impactful ways.

Key Strengths: Resourcefulness, collaboration and a knack for identifying creative solutions to challenges.

Challenges: Encouraging others to take risks and try new ideas, especially in a tradition-oriented environment.

Quote: "With faith and creativity, we can find new ways to serve and thrive."



The Connector

Name: Taylor Garcia

Role: Member with Strong Community Ties

Background: Taylor has lived in the area for decades and has deep relationships within the church and the wider community. Taylor's work on local boards and volunteer committees makes them a natural bridge-builder.

Motivations: Taylor wants to see the church work hand-in-hand with other organizations to address pressing local issues.

Key Strengths: Networking, relationship-building and the ability to bring diverse groups together for a common purpose.

Challenges: Managing differing expectations and priorities among church members and community partners.

Quote: "Transformation happens when we work together with love and purpose."



The Faithful Advocate

Name: Morgan Lee

Role: Longtime Member with a Heart for Justice

Background: Morgan has been active in the church's mission efforts for years, from leading food drives to advocating for social justice causes. Morgan's deep faith informs their commitment to making a difference.

Motivations: Morgan is driven by a desire to see the church live out its calling to care for the least of these and challenge systemic injustice.

Key Strengths: Passion for justice, ability to motivate others and a strong grounding in biblical principles.

Challenges: Navigating resistance to addressing controversial issues within the congregation.

Quote: "Our faith calls us to act boldly for justice and equity in our communities."



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The Business-Minded Steward

Name: Jordan Kim

Role: Member with Business Acumen

Background: Jordan has years of experience managing finances and operations for a small business. They bring valuable skills in budgeting, financial planning and identifying revenue opportunities.

Motivations: Jordan wants to help the church align its mission with financial sustainability, ensuring resources are available for impactful ministry.

Key Strengths: Financial literacy, strategic planning and a focus on sustainable income streams.

Challenges: Overcoming skepticism about blending mission with money and encouraging long-term thinking.

Quote: "When we align our mission with smart financial practices, we create opportunities for lasting impact."



The Compassionate Listener

Name: Chris Johnson

Role: Congregational Care Team Member

Background: Chris has spent years providing pastoral care and support within the church, listening to the concerns and hopes of members and neighbors alike. Chris's empathetic approach fosters trust and community.

Motivations: Chris is motivated by the desire to ensure that every voice in the congregation and community feels heard and valued.

Key Strengths: Active listening, conflict resolution and a deep capacity for empathy.

Challenges: Balancing the emotional weight of care work with the need to encourage actionable steps toward ministry goals.

Quote: "The first step toward transformation is listening with an open heart."



The Youth Advocate

Name: Riley Carter

Role: Youth Group Leader

Background: Riley has a background in working with young people and is passionate about mentoring the next generation. Riley brings energy and a fresh perspective to the church's mission initiatives.

Motivations: Riley is driven to ensure that young voices are included in shaping the church's future and that ministry engages people of all ages.

Key Strengths: Creativity, enthusiasm and the ability to connect with younger members of the congregation.

Challenges: Encouraging the broader congregation to see the value in youth-led initiatives and ideas.

Quote: "The future of the church depends on empowering young leaders today."



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Contact Us

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Core Team Assessment Tool

Use this tool to evaluate potential core team members based on the key skills, experiences, strengths and motivations identified in the personas for the Good Futures Accelerator. Rate each characteristic on a scale of 1 to 5 (1 = low, 5 = high). Tally the scores and consider qualitative factors such as diversity of perspectives and overall team balance.



The Visionary Leader

Ability to inspire others and cast a compelling vision

1 2 3 4 5

Experience leading church initiatives or projects

1 2 3 4 5

Strategic thinking and big-picture focus

1 2 3 4 5

Passion for aligning church mission with community needs

1 2 3 4 5

Total: ____ / 20



The Creative Problem-Solver

Willingness to think outside the box

1 2 3 4 5

Resourcefulness in addressing challenges

1 2 3 4 5

Ability to collaborate and adapt

1 2 3 4 5

Motivation to embrace innovative approaches

1 2 3 4 5

Total: ____ / 20



The Connector

Strong relationships within the church and community

1 2 3 4 5

Experience building partnerships or networks

1 2 3 4 5

Ability to bring diverse groups together

1 2 3 4 5

Passion for working collaboratively on local issues

1 2 3 4 5

Total: ____ / 20



The Faithful Advocate

Commitment to justice and equity

1 2 3 4 5

Experience with mission or outreach efforts

1 2 3 4 5

Ability to motivate others to engage in advocacy

1 2 3 4 5

Faith-based grounding in social justice principles

1 2 3 4 5

Total: ____ / 20



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The Business-Minded Steward

Financial literacy and budgeting skills

1 2 3 4 5

Experience with strategic planning or operations

1 2 3 4 5

Understanding of sustainable income streams

1 2 3 4 5

Motivation to align mission with financial sustainability

1 2 3 4 5

Total: ____ / 20



The Compassionate Listener

Empathy and active listening skills

1 2 3 4 5

Experience with pastoral care or conflict resolution

1 2 3 4 5

Ability to foster trust and build relationships

1 2 3 4 5

Motivation to include diverse voices in decision-making

1 2 3 4 5

Total: ____ / 20



The Youth Advocate

Ability to connect with younger members of the congregation

1 2 3 4 5

Creativity and enthusiasm for new ideas

1 2 3 4 5

Experience mentoring or leading youth initiatives

1 2 3 4 5

Commitment to intergenerational engagement

1 2 3 4 5

Additional Considerations:

Does the individual bring diversity in perspective or background to the team?

How well do the candidate's strengths complement other team members?

Is the candidate enthusiastic about the mission of the Good Futures Accelerator?

Team Balance Notes:

Aim for a mix of skills and motivations across the seven core team members.

Look for candidates who can contribute unique insights while collaborating effectively.

Decision-Making:

Select candidates with the highest scores in their respective areas, ensuring a balanced team that embodies the vision, creativity, connection, advocacy, business acumen, compassion and youth engagement needed for success.



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10 Creative Thinking Warm-Up Exercises

These exercises are designed to kick-start imagination, encourage collaboration and foster innovation. They can be easily adapted to solo or group formats. We recommend engaging in these exercises prior to the Good Futures Accelerator material, spending 15 minutes to ignite your imagination toward innovation.

1. Random Connection Challenge

- a. **Objective:** Make connections between unrelated items.
- b. **Instructions:** Each participant selects two random objects (e.g., a coffee mug and a bicycle) and brainstorms ways they could be combined or related to solve a problem. As a group, share and build on each other's ideas.

2. The Five-Word Story

- a. **Objective:** Encourage concise creativity.
- b. **Instructions:** Each participant writes a story in exactly five words. Share stories with the group and build a collective narrative based on everyone's input.

3. Reverse Brainstorming

- a. **Objective:** Think creatively by flipping the problem.
- b. **Instructions:** Identify a goal (e.g., "engage more community partners") and brainstorm ways to achieve the opposite (e.g., "alienate community partners"). Discuss insights and flip them back into positive strategies.

4. Collaborative Doodles

- a. **Objective:** Build creative synergy.
- b. **Instructions:** Start with a single squiggle or line on a piece of paper. Each person adds to it, turning it into a collaborative drawing. Reflect on how each contribution shaped the final image.

5. Time Travel Insights

- a. **Objective:** Gain new perspectives on goals.
- b. **Instructions:** Imagine it's 2030, and the Good Futures Accelerator has exceeded all expectations. Write or share a news headline and summary celebrating this success. Discuss what actions led to this future.

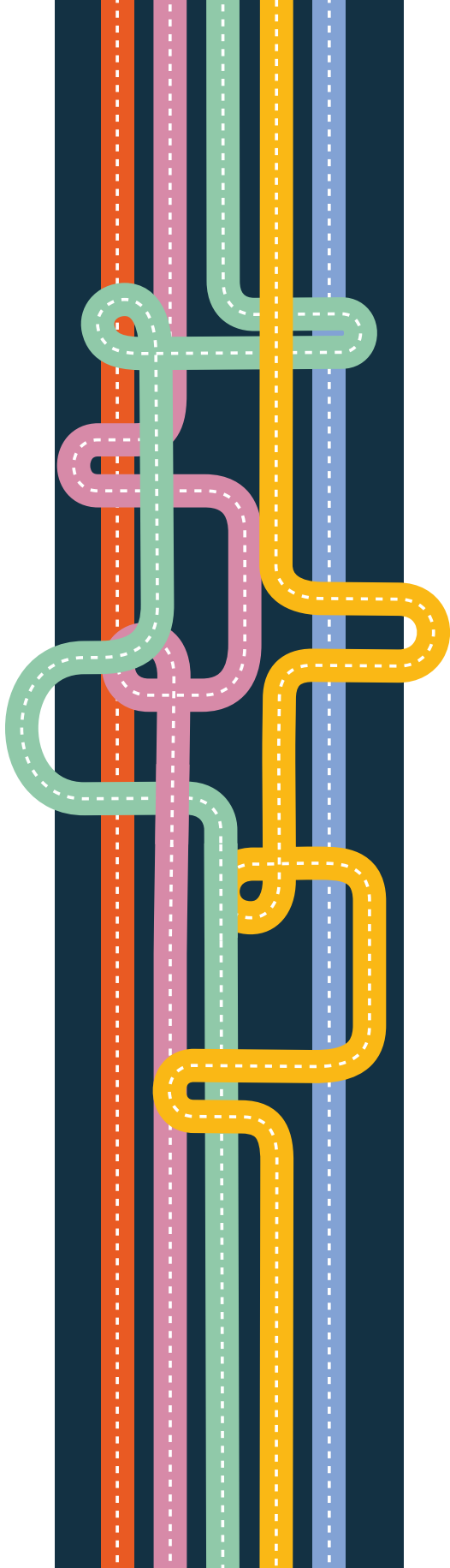
6. 30 Circles Test

- a. **Objective:** Push divergent thinking.
- b. **Instructions:** Distribute a sheet with 30 blank circles. Participants have 10 minutes to turn as many circles as possible into recognizable objects or symbols. Compare results and creative approaches.

7. What If? Scenarios

- a. **Objective:** Expand perspectives.
- b. **Instructions:** Pose "What if?" questions related to your work (e.g., "What if we had no budget constraints?" or "What if we could involve any partner in the world?"). Discuss implications and ideas.





8. Role Reversal

- a. **Objective:** Think from new perspectives.
- b. **Instructions:** Each participant imagines themselves as a different stakeholder (e.g., a community member, a congregational leader or a policymaker). Consider how they would view or improve an ongoing project. Share insights and discuss.

9. Question Storming

- a. **Objective:** Reframe challenges through questions.
- b. **Instructions:** Take a current challenge the team faces and spend 10 minutes writing as many questions about it as possible. The focus is on asking, not answering. Discuss standout questions as a group.

10. Imaginary Inventions

- a. **Objective:** Inspire innovative problem-solving.
- b. **Instructions:** Create an imaginary product that solves a specific problem (e.g., a device that turns trash into art). Sketch or describe it, then share and improve on ideas as a team.



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Office of Innovation Property Related Suggested Resources

Innovate with Purpose: Unlocking the Property Potential Video Showcase:
vimeo.com/showcase/11333262?share=copy



PODCASTS:

A Matter of Faith Podcast: A Presby Podcast — “Reimagining Church Property”
amatteroffaith.buzzsprout.com/1648090/episodes/16100386-reimagining-church-property-w-mark-elsdon-and-corey-schlosser-hall?t=0

Igniting Imagination — “Imagining Good Futures”
ignitingimagination.org/podcast/church-property-imagining-good-futures

Igniting Imagination — “Why are We Talking About Church Property?”
ignitingimagination.org/podcast/why-are-we-talking-about-church-property

The Lake Institute on Faith and Giving Story Shelf

lakeinstitute.org/resources/faithful-generosity-story-shelf/

Let's Talk About Faithful Generosity — a free tool for facilitating creative and imaginative conversations about how congregations can use their resources in service to their local community.

Ways to Use Story Shelf Idea sheet

Social Enterprise Stories

Caring for Elders at Church
lakeinstitute.org/resource-library/story-shelf/caring-for-elders-at-church

Actors and Acolytes
lakeinstitute.org/resource-library/story-shelf/actors-and-acolytes

Methodist Church Pursues Equity
lakeinstitute.org/resource-library/story-shelf/ohios-oldest-african-american-methodist-church-pursues-equity

A Pastor's Jericho in North Carolina
lakeinstitute.org/resource-library/story-shelf/investing-for-impact/a-pastors-jericho-in-north-carolina



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PC(USA) Stories

Church Makes Room for Affordable Housing

lakeinstitute.org/resource-library/story-shelf/selling-donating-property/affordable-housing-rises

From Discernment to Epiphany

lakeinstitute.org/resource-library/story-shelf/investing-for-impact/from-discernment-to-epiphany

Kitchen Collective

lakeinstitute.org/resource-library/story-shelf/cooking-up-new-business-in-the-church-kitchen

Farm Church

lakeinstitute.org/resource-library/story-shelf/the-good-news-of-fresh-produce

Presbytery Gives Property to Indigenous Group

lakeinstitute.org/resource-library/story-shelf/selling-donating-property/outside-organization/presbytery-transfers-property-title-to-indigenous-cultural-center

Ministry Incubators

ministryincubators.com/games

The Hatch Deck — \$60 — all social enterprise cards

The Starter Suite — \$199

BOOKS

Gone for Good? Negotiating the Coming Wave of Church Property Transition by Mark Elsdon

Building Belonging: The Church's Call to Create Community and House Our Neighbors by John Cleghorn



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