

# Comparing Congregational Gifts and Goals

© Rev. Roy Reynolds

## 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.**