



# 5 Phases to Take Any Ministry Initiative from Ideation to Implementation

DISCOVER. DESIGN. DO. DOCUMENT. DREAM.

# INTRODUCTION



---

Across the country, 56 million Christians attend church at approximately 300,000 churches. This means that there are 16 churches for every McDonald's, or 23 churches for every Starbucks. The problem is not a lack of churches in America; the problem is a lack of imaginative tools and paradigms for ministry. Existing strategies of the predominately white, middle-class, Evangelical community will soon be obsolete—if not

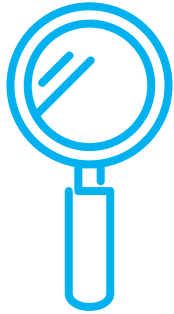
already—against our rapidly changing cities.

Proper tools and new paradigms are needed to assist the Church in manifesting a faithful presence throughout America's complex socio-economic and cultural landscape.

OneHope's outcome-based ministry model emerges from our extensive history and cross-cultural expertise in providing God's Word to nearly one billion young people around the world. Through the cyclical process of **Discover, Design, Do, Document** and **Dream**, we provide the tools to help churches effectively design ministry and reach their communities by means of contextualizing outreach to increasingly cross-cultural and pluralistic communities.

---

# THE 5 D'S OF MINISTRY DESIGN



## Discover

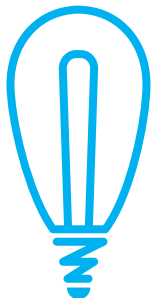
Bringing the truth to light

---

In Ephesians 4, a passage about what it means to live as children of the light, Paul exhorts Christians to “tell our neighbors the truth, for we are part of the same body” (Ephesians 4:25). Loving our neighbors well requires truth. Before we begin ministry, we must have an accurate understanding of reality. We must Discover:

- » **Ourselfs:** What are our gifts, skills, goals, strengths, weaknesses, sins, and needs?
- » **Our partners:** Whom are we serving with, and what are their gifts, skills, goals, strengths, weaknesses, sins, and needs?
- » **Our beneficiaries:** Whom are we serving, and what are their gifts, skills, goals, strengths, weakness, sins, and needs?
- » **Our context:** Where are we serving, what is it like, and how does it relate to our ministry?
- » **Our calling:** Where is the Spirit leading and what does Scripture say about ourselves, our partners, our beneficiaries, and our context?

Discover is asking good questions and listening to the answers. It is research in its most basic form.



## Design

Connecting “what is” to “what should be”

---

Design builds out of the insights we gained in Discover and enables us to develop effective and creative outcomes, outputs, and activities in order to minister well. Design connects our ministry team, our partners, and those we serve together in order to achieve the most transformational change. Through a unique blend of inspiration and ideation, key partners and influencers are brought to the table to design through challenges and generate new ministry paradigms and strategies for implementation.



## Do

### Engaging in the work of the Church

---

Research and design mean nothing without a plan to put them into place. The challenge of “Do” is learning to implement good design into good action. Do must be Spirit-led. God brings the growth; if our faith is in our own research, design, and planning, we’ve already missed the point of ministry before we’ve even begun.

Do is engaging in ministry with the right expectations about God’s work, our abilities, and others’ involvement while remembering that it is God who brings the growth.



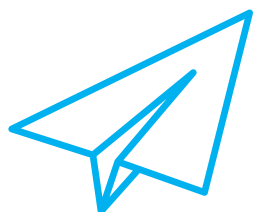
## Document

### Evaluating for fruitfulness

---

Document is evaluating for fruitfulness. We measure what we care about, and if we don’t measure it, we probably don’t care about it. Did we accomplish what we set out to do? Are our outcomes being achieved? Do our outputs reflect good stewardship? Do our activities align with our resources and outcomes?

Document is challenging because it requires us to acknowledge both success and failure. Our identity rooted in Christ frees us to celebrate success and reflect on failure without thinking too much of ourselves in either circumstance. The reality that God brings the growth prompts us toward worship for His work and discernment where we haven’t seen change.



## Dream

### Moving toward greater growth

---

Dream is when we intentionally assess our progress and ask how we can move forward toward greater growth in the future. We seek to refresh our vision and hear from God’s Spirit, discerning direction and working toward clarity as we begin planning anew. It ensures we avoid both the tyranny of the urgent and the complacency of the routine; it creates intentional space for forward thinking.

Dream is about informed vision-casting. We continue to build from what we’ve learned in Discover, Design, Do, and especially Document. We again seek the perspective of our partners and beneficiaries. We again pray and read Scripture. Outcome-based Dreaming is about discerning God’s work in the previous stages and growing from that work.

## NEXT STEPS:

Want to go deeper with this kind of content?

- » Read more from our president at [www.robhoskins.com](http://www.robhoskins.com)
- » Sign up to attend one of our Design Workshops [www.onehope.net/ministrydesign](http://www.onehope.net/ministrydesign)

## CONTACT US:

600 SW 3rd Street  
Pompano Beach, Florida 33060

1.800.GIV.BIBL (448.2425)  
[www.onehope.net](http://www.onehope.net)