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FIRST 90–180 DAY STRATEGIC MINISTRY ACTION PLAN

Ted Ewing approaches pastoral leadership with a deep conviction that healthy ministry begins not with immediate change, but with faithful listening, spiritual discernment, relational trust, and biblical clarity. His first priority in any new ministry assignment would be to understand the people, culture, leadership dynamics, spiritual health, and mission of the church before implementing significant structural adjustments.

This framework reflects a shepherd's heart, a strategist's discipline, and a commitment to helping churches strengthen spiritual maturity, discipleship effectiveness, and long-term ministry health.

FIRST 90 DAYS

Listening, Learning, Shepherding, and Discernment

1. Congregational Listening & Relational Trust

The first season of leadership would focus heavily on listening well and building trust.

Primary Priorities:

- Meet individually with elders, church leadership, ministry staff, and key volunteer leaders
- Listen carefully to congregational stories, church history, strengths, challenges, and hopes for the future
- Identify both spoken and unspoken dynamics affecting church health
- Establish relational credibility through humility, presence, and accessibility

Guiding Principle:

Healthy leadership begins by knowing the people before attempting to reshape the structure.

2. Spiritual Health & Ministry Systems Assessment

Before making major ministry changes, Ted would conduct a thoughtful assessment of the church's spiritual and organizational health.

Areas of Evaluation:

- Preaching and teaching culture
- Discipleship pathways
- Leadership development structures
- Family and next-generation ministry
- Outreach and evangelism effectiveness
- Congregational care systems
- Staff alignment and ministry clarity
- Governance structure and elder health

Goal:

Discern what is healthy, what requires strengthening, and what may need realignment for greater biblical effectiveness.

3. Pulpit Ministry & Biblical Trust

Ted recognizes that trust is often established first through the pulpit.

Initial Objectives:

- Provide biblically faithful, Christ-centered preaching
- Establish theological clarity and doctrinal trust
- Model consistency in biblical teaching
- Reinforce spiritual depth, pastoral warmth, and practical application

Goal:

Build confidence that church leadership will be grounded in Scripture, not personality or trend.

4. Visible Shepherding Presence

Pastoral leadership extends beyond preaching.

Priorities:

- Be visibly present within congregational life
- Engage in pastoral care, counseling, visitation, and prayer
- Build trust through personal accessibility
- Strengthen relational confidence across generations

Philosophy:

A shepherd must not only lead from the pulpit, but also walk closely with the flock.

DAYS 90 - 180

Clarifying Vision, Strengthening Structure, and Building Sustainable Ministry

1. Clarify and Strengthen the Church's Discipleship Pathway

Ted's ministry philosophy emphasizes that spiritual growth should be intentional.

Focus:

- Evaluate how people currently connect, grow, serve, lead, and multiply
- Strengthen or redesign discipleship systems where needed
- Build clearer pathways from attendance to spiritual maturity
- Ensure ministries are producing disciples, not merely participants

Goal:

Create a church culture where disciple-making becomes central, measurable, and sustainable.

2. Leadership Development & Ministry Alignment

Healthy churches require healthy leaders.

Priorities:

- Assess leadership culture and staff role clarity
- Strengthen elder, staff, and volunteer alignment
- Develop leadership multiplication strategies
- Equip ministry leaders through intentional coaching and development

Goal:

Build a spiritually mature leadership culture marked by unity, clarity, and mission.

3. Ministry Structure & Organizational Health

Ted believes programs should serve mission, not replace it.

Key Questions:

- Are ministries aligned with biblical priorities?
- Are current structures sustainable?
- Are resources serving disciple-making?
- Is ministry activity producing transformation?

Goal:

Strengthen ministry systems so that structure supports spiritual growth rather than administrative complexity.

4. Vision Communication & Congregational Clarity

As trust grows, vision must become increasingly clear.

Priorities:

- Clarify church identity and mission
- Communicate biblical priorities with consistency
- Reinforce values that shape church culture
- Align future ministry direction with congregational understanding

Goal:

Help the church move forward with spiritual unity, strategic clarity, and shared purpose.

LONG-TERM MINISTRY DISTINCTIVES

Ted Ewing's long-term leadership model is centered on five enduring priorities:

1. Biblical Fidelity

Faithful preaching, doctrinal clarity, and Scripture-centered ministry

2. Intentional Discipleship

Clear pathways for spiritual growth and maturity

3. Shepherding Presence

Relational, visible, compassionate pastoral care

4. Leadership Multiplication

Developing spiritually mature leaders for future ministry health

5. Sustainable Church Health

Building systems and structures that support long-term kingdom effectiveness

LEADERSHIP PHILOSOPHY

Ted's approach is not built around disruption for its own sake, nor around preserving systems simply because they are familiar.

His leadership is guided by faithful discernment.

He believes healthy ministry requires understanding before restructuring, shepherding before scaling, and biblical clarity before strategic expansion.

His aim is to help churches become spiritually healthy, missionally clear, relationally strong, and deeply rooted in Christ.

OVERALL OBJECTIVE

To help the church increasingly become what it is called to be:

A biblically faithful, spiritually mature, disciple-making community that glorifies God through transformational leadership, compassionate shepherding, and intentional kingdom impact.