The Local Mission Plan asks leaders and teams to consider how their team addresses The Salvation Army’s mission to show the love of Jesus by:

1. **caring for people,**
2. **creating faith pathways,**
3. **building healthy communities and**
4. **working for justice.**

In planning for 2024, please carefully consider our **FOCUS 4** priorities and questions:

**A group of black text

Description automatically generatedSupporting those who need it most**

What can we do to support the most disadvantaged?

**Growing Christian faith pathways**

How will we create a doorway to hope and a pathway to Christian faith?

**Building innovative ministry leadership**

What part do we play in building innovative ministry leadership?

**Embracing technology**

How can we embrace technology to help more people?

**FIVE ideas for developing Local Mission Plans**

**Have fun and talk with your team**

Our mission will be strengthened when we talk with our leadership teams to develop a plan for the year. The plans are not a compliance task. Make time to meet with your team to reflect on what you have been doing and how you would like to focus your service in the new year. Share a meal and have fun!

**What would you like to see happen?**

Consistent with our mission, what would you like to see happen in the next 12 months – and 1-3 actions or steps that will help achieve that outcome. These will be revised and adapted as the year progresses. Plans do change but they help provide direction.

**Try to be specific**

Try to set SMART outcomes (Specific, Measurable, Achievable, Relevant and Time-bound). This gives you something specific to aim for by a certain date – not too easy but not too hard! How are we going? What’s working? What do we need to change? This helps build team morale and engagement.

**Help!!**The Salvos have teams across a range of areas who can help, support and advise you. For example, if you would like to better engage with First Nations people; create meaningful faith pathways; better support people facing domestic violence, we have teams that would love to help (see Salvos Central).

**How is it going?**

Meet with your area officer and line manager to talk about how it is going. They want to encourage and support you and your team. Continue to review the plan through the year.

Mission Expression Name: Date:

Mission Expression Leader:

Area Officer: Line Manager:

We share the love of Jesus by: **Caring for people**

• *Being there when people need us most   
 • We offer care and compassion as a sacred encounter with transformative potential*

**What would you like to see happen?** (Make the outcome **SMART** – Specific, Measurable, Achievable, Realistic, Time-framed)

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|  |

**Actions:** What are ONE - THREE actions that will help achieve this?

|  |  |  |
| --- | --- | --- |
| Action | Team / Owner | Complete by |
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|  |  |  |
|  |  |  |

**Collaboration:** How could other mission expressions in the area help realise this outcome?

|  |
| --- |
|  |

**Which of the Focus 4 areas does this goal support?**

Supporting those who need it most  Growing Christian faith pathways

Building innovative ministry leadership  Embracing technology

We share the love of Jesus by: **Creating faith pathways** • *Taking a holistic approach to the human condition that values spirituality  
 • We graciously share the Good News of Jesus and grow in faith together*

**What would you like to see happen?** (Make the outcome **SMART** – Specific, Measurable, Achievable, Realistic, Time-framed)

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**Actions:** What are ONE - THREE actions that will help achieve this?

|  |  |  |
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| Action | Team / Owner | Complete by |
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**Collaboration:** How could other mission expressions in the area help realise this outcome?

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**Which of the Focus 4 areas does this goal support?**

Supporting those who need it most  Growing Christian faith pathways

Building innovative ministry leadership  Embracing technology

We share the love of Jesus by: **Building healthy communities**

• *Investing ourselves in relationships that promote mutual flourishing  
 • We find the wholeness God intends for us in community*

**What would you like to see happen?** (Make the outcome **SMART** – Specific, Measurable, Achievable, Realistic, Time-framed)

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**Actions:** What are ONE - THREE actions that will help achieve this?

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| Action | Team / Owner | Complete by |
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**Collaboration:** How could other mission expressions in the area help realise this outcome?

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**Which of the Focus 4 areas does this goal support?**

Supporting those who need it most  Growing Christian faith pathways

Building innovative ministry leadership  Embracing technology

We share the love of Jesus by: **Working for justice**

• *Tackling the social systems that harm creation and strip away human dignity  
 • We join God’s work to build a fairer world where all can thrive*

**What would you like to see happen?** (Make the outcome **SMART** – Specific, Measurable, Achievable, Realistic, Time-framed)

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**Actions:** What are ONE - THREE actions that will help achieve this?

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| Action | Team / Owner | Complete by |
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**Collaboration:** How could other mission expressions in the area help realise this outcome?

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**Which of the Focus 4 areas does this goal support?**

Supporting those who need it most  Growing Christian faith pathways

Building innovative ministry leadership  Embracing technology