

PURPOSE:

In obedience to our Lords command, we will make disciples of Jesus Christ who are

- Exalting Him in Worship,
- Edifying one another in love toward maturity,
- Exercising their gifts in fruit bearing ministries,
- Evangelizing the lost world around us,

All to the Glory of God.

OUR PHILOSOPHY OF MINISTRY

Our Product

A disciple trusts in Jesus Christ as personal Savior and begins the lifelong journey of maturing to become like the Lord Jesus. This journey is an intentional process of life development through joyful obedience to God's commands under the guidance of the Holy Spirit.

Our Philosophy of Equipping and Equippers

- 1 All staff, leaders, and members must be growing disciples committed to the church's philosophy of ministry.
- 2 The role of our pastoral staff, guided by our disciple-making vision, is to give direction, train leaders, teach the Word, and be model disciples. The senior pastor exercises these responsibilities church-wide. The other pastoral staff members do so in their respective areas of ministry.
- 3 The role of lay leaders, who are identified by both character and giftedness, is to model discipleship, to grow in faith and to be trained in ministry skills so that they can equip the rest of the congregation for ministry.
- 4 The role and commitment of church members is to grow as a disciple, to be trained to use his/her gifts and to be empowered by the Holy Spirit to directly minister to others.
- 5 We acknowledge all gifts as God-given and equally necessary in the Body of Christ.
- 6 All leaders of church ministries will take part in regularly scheduled leadership training to constantly improve the gifts God has given them.

Our Philosophy of Church Programs

- 7 The purpose of every activity of our church is to produce and further develop disciples. We will evaluate every activity by its effectiveness in producing disciples, and will modify or discontinue activities that ineffectively do this.
- 8 One primary method of making disciples is the small group. We see one-on-one approach as valid.
- 9 We will offer small groups and other ministries at multiple commitment levels to develop continual growth for disciples.
- 10 Our evangelism will focus on various specific groups rather than using only one method.
- 11 While making all our ministries warm and accepting of newcomers the primary function of our worship services will be true worship and proclaiming the Word.
- 12 Our Sunday school will be a key outreach and assimilation point for the church, as well as a place for fellowship and teaching.
- 13 The primary function of our church board will be to set broad policies, oversee the church and keep all ministries aligned with the doctrinal statement, constitution, and philosophy of ministry.
- 14 The details of all ministries will be delegated to leaders of those ministries with accountability maintained through leadership training and discipling channels.
- 15 We will, whenever possible, use ministries, task forces, and discipleship structures rather than boards and committees to make decisions and do ministry. We will seek to minimize our policy makers and maximize the number of persons doing ministry.

Our Philosophy of Methods and Principles to Help Us Best Make Disciples

- 16 We will, at all times, have an intentional strategy to accomplish each aspect of our purpose.
- 17 Affirming each believer's responsibility to obey the great commission, we will primarily make disciples as a team.
- 18 We are committed to the principle of multiplication of ourselves by evangelizing, discipling, training, and delegating ministry to others who are reliable and qualified to train others. [2 Timothy 2:2]
- 19 We will multiply ourselves and train others using the method of apprenticeship.
- 20 Reasonable accountability is an indispensable method in making disciples.

- 21 Evangelism [including pre-evangelism] is the starting point to discipling.
- 22 We believe that the church's ministry takes place in small [3-14], middle sized [up to 70] and large [unlimited] groups settings.
- 23 Our organizational structure and leadership styles will be flexible as we grow into an intentional disciple-making church.
- 24 A 12 month transitional period will begin upon congregational approval of this Philosophy of ministry before it is fully implemented. [hopefully on January 1, 2011.]
- 25 This Philosophy of Ministry can be amended in the same way as our by-laws.

Glossary of Terms and Definitions

Term	Definition
lay leaders	<ul style="list-style-type: none">• A lay leader is a member of the laity in any congregation who has been chosen as a leader. Since lay leadership is not an ordained clerical office, the lay leader's responsibilities vary according to the particular leadership role in which they serve.• A lay leader in a Christian congregation, other than the professional paid pastor(s), is one who volunteers to lead a ministry.
accountability	<ul style="list-style-type: none">• In leadership roles, accountability is the acknowledgment and assumption of responsibility for actions, products, decisions, and policies including the administration, governance and implementation within the scope of the role or employment position and encompassing the obligation to report, explain and be answerable for resulting consequences• It is often used synonymously with such concepts as responsibility, answerability, enforcement, blameworthiness, liability and other terms associated with the expectation of account-giving.
task force	<ul style="list-style-type: none">• Temporary group for performing a task: a group of people and resources temporarily brought together for a specific purpose;• Temporary group of people formed to carry out a specific mission or project, or to solve a problem that requires a multi-disciplinary approach;• A small team given responsibility for a short-term assignment with specific goals• Temporary grouping under one leader for the purpose of accomplishing a definite objective
apprenticeship	<ul style="list-style-type: none">• A system of training a new generation of practitioners of a skill• Most of their training is done on the job while working for an employer who helps the apprentices learn their trade, in exchange for their continuing labor for an agreed period after they become skilled