

William B. Groben II

2960 Woodpine Court; Sarasota, FL 34231; 941.544.4270; ministry@groben.com

Ministry Development

Vision: Scripture provides a vision for the ministry of the church under Christ. The leadership team should use key scripture passages to define the core values of the local church. From these core values they should derive the ministry vision and set of goals, from which in turn derive specific objective steps. Only then comes consideration of the most effective methods, programs, and administration to achieve these objectives. For each ministry area of the church, the leadership team should develop such a ministry development plan.

Inspiration: Once the leadership team has developed a scripture-inspired ministry vision, they should communicate it repeatedly to the congregation in creative ways, such that it is integrated well into the teachings, is inspiring, has visual elements, and is understandable to all.

Steps: While the congregation should understand the overall vision and goals of the ministry, it is more important to communicate to them their own steps in the spiritual development process. This spiritual development ministry will have its own scripture-supported vision and goals which the leadership team will convey to the congregation. The attendees of the church should understand both the end result of the sanctification process [vision and goals] and the steps in that process, so they can focus on the next step they need to take. Leaders could encourage this step with scriptural commands and anticipated benefits.

Focus: The church's mission is the Great Commission, so everything it does should be centered on that goal of creating true disciples of Christ [i.e. mature, multiplying, believers], which will entail evangelism and spiritual development. These goals lead to other ministry needs such as worship and community. However, the way we build the ministries should be focused on the growth steps of individuals instead of program desires.

For example, most churches identify a consumer need in the body, construct a program to meet that need, and then seek volunteers to drive that program. I propose we abandon that approach and instead do the following: identify the next growth step for an individual and then empower that growth step. So, if a person's next growth step is to be involved in the church's ministry, we will not try to force his fit into the programs we have, but instead seek to understand how that unique person can glorify God by excelling at who God made him/her to be. The result sometimes will be staffing of existing ministries and other times the development of new ones.

The advantages to being driven dualistically by scriptural vision and individual empowerment are many. First, we will be empowering people to glorify God using their unique passions, gifts, abilities, personality, and experiences, instead of trying to force them into a wrong-shaped box. Second, we will be utilizing fully the human resources God has given our local church instead of inefficiently forcing them into preconceived programs. Third, our servants will be more excited about serving. Fourth, our servants are more likely to have God move in and through them. Fifth, we will grow the ministry as we are empowered by God instead of seeking God's blessing on our preconceived notions. Sixth, we will remain flexible in methodology while remaining doctrinally sound. Seventh, we will lay the foundation for long-term ministry development instead of constantly mitigating short-term holes in the ministry team.