**Building a Biblical Philosophy of Ministry**

Lance Quinn

INTRODUCTION:

Ministering to those believers in the local church is one of the most important aspects of shepherding within the Body of Christ. If we are to be faithful pastor-teachers, we must work diligently to develop a philosophy for adult ministry that is both fundamentally strategic and thoroughly biblical. This seminar will present an effective philosophy of adult ministries and a plan for implementation. All ministries should reflect the over-arching goal of "the equipping of the saints for the work of service to the building up of the Body of Christ; until we all attain to the unity of the faith, and the knowledge of the Son of God, to a mature man to the measure of the stature which belongs to the fullness of Christ" (Eph. 4:12-13). In relation to that goal, consider these questions:

• What should drive a particular ministry?

• Are there different approaches I can take to have an effective adult ministry?

• How do I determine what I should do?

• How do I develop a ministry that is most biblically successful?

**I. YOUR PHILOSOPHY OF MINISTRY: A DEFINITION**

What is a philosophy of ministry and why is a clearly defined philosophy of ministry important?

Defined generally, a philosophy of ministry is a set of unalterable principles that determines how you will function in your ministry. Simply stated, your philosophy of ministry defines *why* you do what you do.

Defined specifically, your philosophy of ministry should be drawn from a careful investigation of both the explicit teaching of Scripture and any implicit methodologies which can be gleaned from seeing how ministry occurred in the early church. Of course, no discussion of explicit or implicit teachings from Scripture can stand outside of the proper exegetical and hermeneutical control.

When you are able to define your philosophy of ministry in this crucial way, you will not only know *why* you do what you do, by *how* to actually do it.

There are also several by-products that prove indispensable in developing a biblically oriented philosophy of ministry:

• It develops a *unity* of direction. Once your adult ministry has been firmly established, it filters down through the rest of the flock to form a consistent approach to ministry. It also works to encourage consistent communication of your purpose and overall direction.

• It defines each aspect of your ministry in relation to the whole. With this kind of philosophy, you can avoid the complimentation vs. competition trap as well as "distinction vs. duplication."

• It forces you to determine your month-to-month and year-to-year goals with your overall philosophy of ministry firmly in your mind.

**II. *IMPROPER* APPROACHES TO DEVELOPING A PHILOSOPHY OF MINISTRY**

Even though everyone already has a philosophy of ministry, it may not be perceived or understood, clearly defined, or biblically consistent; however, it may be those things not yet clearly communicated to those to whom it applies.

A. Start with A Focus On "Programs"

1. Try to duplicate a "model program."

Problem: This will always lead to frustration or failure, because the specifics of how God chooses to work in any given situation, varies depending upon the nature and needs of the people and the uniqueness of each circumstance.”

2. Stay with an existing program (i.e., “We do what we do because we've always done it this way,” or “Let’s continue to do it because it worked for us at one time”).

Problem: This will always lead to frustration or failure because people and their needs constantly change.

B. Start by Establishing "Goals"

1. Set goals to achieve "success."

Problem: When you begin by setting goals, you will always conform your goals to your view of success, whether right or wrong. This can lead to confusing size with success, i.e., big is better.

2. Set goals based upon incorrect expectations.

Problem: When goals are not based upon "real" needs, even though they may be attainable, they will always lead to superficial Christianity.

C. Start by Focusing On "Needs"

1. Ask the people what they want.

Problem: When you focus on *felt* needs, you will always end up with a superficial and socially oriented program.

2. Seek to attract people by pleasing them.

Problem: When you focus on *felt* needs, you will always have a man-centered ministry rather than a God-centered ministry.

**III. A *PROPER* APPROACH TO DEVELOPING A PHILOSOPHY OF MINISTRY**

A BIBLICAL PHILOSOPHY MUST BE BASED ON A CORRECT BIBLICAL FOUNDATION. THIS PROVIDES THE FRAMEWORK AGAINST WHICH ALL THAT ONE DOES CAN BE MEASURED.

**ELEMENTS OF A BIBLICAL FOUNDATION:**

A. **WE MUST HAVE A HIGH VIEW OF GOD**

1. God is holy, righteous, and just.

2. We then must be holy (practical sanctification).

Note: A failure to have a high view of God leads to:

• A toleration of sin

• A focus on man, evidenced in teaching and programs

Result: The church reflects a man-centered ministry that attempts to please peers rather than glorify God.

Questions to consider:

• Do I teach with a focus on promoting God's holiness or man's comfort?

• Do we practice biblical discipline (Matthew 18)?

• Do the people have a reverence for the character of God?

• Do we compromise truth for the sake of pleasing people or maintaining the status quo?

A COMMITMENT TO A HIGH VIEW OF GOD, LEADS US TO VIEW HIS WORD AS THE PERFECT GUIDE FOR OUR LIVES...

B. **WE MUST RECOGNIZE THE TOTAL SUFFICIENCY OF GOD'S WORD**

1. Authority—simply stated: What it says I must do!

If we are to have a biblical philosophy of ministry for adults, it must seek its sole authority from the Word of God. As John MacArthur has written:

“A second nonnegotiable truth that makes up the skeleton of the church is the absolute authority of Scripture. The Bible is constantly under attack, even from within the professing church.... The Bible is being attacked head-on.

“I believe charismatics attack the Bible when they add their visions and revelations to it. It is a subtle and often unintentional attack, but it is an attack just the same. They say that Jesus told them this and that God told them that. They are undermining the Bible when they do not regard it as the single authority. Those who believe God speaks regularly with special messages for individual Christians trivialize His Word. God reveals Himself primarily through the pages of Scripture, and that written revelation must be held up as the absolute authority....

One of the worst assaults on God's Word comes from people who say they believe the Bible but don't know what it teaches. That is the subtlest kind of attack. People all across America say they believe the Bible from cover to cover but don't know one paragraph of it. How can they believe what they don't know?

Jesus said, "Man shall not live by bread alone, but by every word that proceedeth out of the mouth of God" (Matt. 4:4). If we are fed by every word that comes out of the mouth of God, we ought to study every word” (*The Master's Plan For The Church* [Chicago: Moody, 1991], pp. 26-27).

2. Relevancy—it is totally relevant for every situation

It may not give us an explicit answer to every specific problem, but it will *always* give us the principles by which we can, through obedience, glorify God.

Note: A failure to recognize the sufficiency and superiority of the Word leads to:

• Pursuit of comfort, rather than obedience

• Personal experience as your authority rather than the authority of God's Word

• Contemporary thinking as your guide for living rather than the principles of divine truth

Result: The church produces people who pursue their own desires based upon an ungodly standard.

The outgrowth of this essential component, the authority of Scripture, will also mean you are committed to teaching them sound doctrine, and then how they are to change and grow. Again, MacArthur states:

“If you have a high view of God and are committed to Him, you must adhere to what His Word teaches. The teachings of God's Word make up sound doctrine.

“Many Christians today are vague about doctrine. Many pastors offer ‘sermonettes for Christianettes’—little sermons that are nice and interesting. Sometimes they make you feel warm, fuzzy, sad, or excited. But seldom do we hear doctrine taught or discussed. Very few preachers explain the truth about God, life, death, heaven, hell, man, sin Christ, angels, the Holy Spirit, the position of the believer, the flesh, or the world. We need truths that we can hold onto. You need to read a text, find out what it says and means, draw out a divine truth, and plant that truth in the minds of people by repeating it.... The point is that people need solid doctrine to build their lives on” (*The Master's Plan For The Church* [Chicago: Moody, 1991], p. 27).

Questions to consider:

• Do your people humbly and willingly submit to the authority of the Word?

• Are your people's lives conforming to the Word?

• Are you teaching the Word in a way that people can apply it to their lives?

• Do you turn to God's Word to find the answers to people's problems?

A COMMITMENT TO THE SUFFICIENCY OF THE WORD IS THE BASIS OF A BIBLICAL VIEW OF MANKIND...

C. **WE MUST HAVE AN ACCURATE ANTHROPOLOGY**

1. Mankind is totally depraved.

• On his own he cannot do good (Rom. 3:10-18)

• His heart is deceitfully wicked (Jeremiah 17:9-10)

• His goal in life is selfishness and only evil continually (Gen. 6:5).

2. Man was created to glorify God, but because of sin, he seeks to glorify himself (Rom. 3:23).

Note: A sinner is alienated from God, and as a result, he will seek fulfillment from the world's evil system (1 John 2:15-17). The implications are frightening:

• Christ will not be seen as the only solution to man's needs.

• We will try to provide substitutes that promise fulfillment.

• We will tend to only address "felt" needs rather than "real" needs.

Result: The church produces people who make choices to solve their life's problems based on where they believe practically their perceived needs will be met.

Questions to consider:

• Is the goal of your teaching to confront sin and see God change lives, or to please people?

• Are your people more Christ-like today than they were a year ago? Can they measure their spiritual progress?

• Are you living out a life that reflects total dependence on God as a model to your people?

KNOWING THIS ENABLES US TO FORMULATE MINISTRY THAT SEEKS TO MEET REAL NEEDS, NOT JUST FELT NEEDS. THEREFORE, THE GOAL OF ALL TRUE MINISTRY IS TO LEAD MAN TO A GREATER RELATIONSHIP WITH GOD THROUGH OBEDIENCE TO HIS WORD.

AN ACCURATE VIEW OF MAN ENABLES US TO CORRECTLY UNDERSTAND THE PURPOSE OF THE CHURCH...

**D. We Must Understand the Purpose Of The Church**

1. The church exists to be a repository of divine truth (1 Tim. 3:15).

2. The church exists to provide a context of loving fellowship with one another for the purpose of mutual edification (Eph. 3:16-19; 4:12-16).

3. The church exists as a training center whereby people can grow through the application of teaching and the utilization of their spiritual gifts (see Appendix 2 on Spiritual Gifts).

4. The church exists to be a light in this dark world, for the evangelization of God's elect (Titus 2:11-14).

Note: A failure to correctly understand the purpose of the church leads to superficial and counterfeit ministry, resulting in disunity, and "program success" is glorified rather than God. People become passive spectators rather than active participants. Leadership is forced to spin all the plates to keep the programs functioning.

Result: The church becomes an organization, run by men and programs, rather than an organism of committed believers empowered by the Spirit of God.

Questions to ponder:

• How do you define "ministry success"?

• Do you find yourself caught in "the tyranny of the urgent?"

• Do you find that you spend most of your time "putting out fires"?

• Are your people being equipped and motivated to exercise their spiritual giftedness?

• Does your ministry structure revolve around maintaining programs or building character into the lives of your people?

A CORRECT PERCEPTION OF THE PURPOSE OF THE CHURCH HELPS US TO CORRECTLY UNDERSTAND BIBLICAL LEADERSHIP...

**E. WE MUST UNDERSTAND THE NEED AND PRIORITY OF BIBLICAL LEADERSHIP.** THAT IS:

1. We must reflect the character of Christ to be models for the flock (1 Thess. 2:4-12; Eph. 5:1-2).

2. We must adequately equip our people to do the work of the ministry (Eph. 3:20; 4:12).

3. We must provide ample opportunity for them to do this work (Heb. 10:24-25).

Notes:

• A failure to correctly understand biblical leadership leads to unbiblical discipleship and modeling and skewed ministry priorities.

• A lack of biblical priorities leads to ministry in sin with a focus on skills or ability rather than godly character. This will inevitably lead to disqualifying sins.

• Lack of adequate equipping for the task leads to frustration, which can produce a high turnover of lay leadership.

• Lack of adequate equipping leads to the failure to reproduce oneself in ministry, which results in the few "faithful" doing all the work.

***Result:***

* The church without the priority of biblical leadership will become like its leadership, cutting corners and lacking depth, with a focus more on activities and programs rather than doctrine and life. Leadership by the Lord of the church, in and through His ordained and consecrated leaders, will result in vibrancy and dynamism, with humility and love.

**Questions to consider regarding the priority of biblical leadership:**

* Are the leaders adequately equipping the people to do the work of the ministry? Are the existing leaders setting the right kinds of biblical modeling for the congregation’s spiritual growth and service?
* If the Pastoral Staff ceased to function, would the ministry of the church continue to thrive and flourish? If the non-compensated Elders and Deacons ceased to exist, what would be the state of the ministry? Would there be enough others who are trained and ready to step in and function adequately?
* Do we have difficulty recruiting members of the congregation to do the work of the ministry? Is it because they don’t believe they’re adequately trained? Are the members of the church available and desirous of filling all the gaps in ministry?
* Do the people of the church trust in the godly leadership and are they respectful of and submissive toward that leadership?

THE PRIORITY OF BIBLICAL LEADERSHIP WILL THUS LEAD TO ANOTHER CORE VALUE, WHICH IS A BODY THAT IS . . .

**F. FUNCTIONING AS A COMMUNITY THAT LOVES GOD AND LOVES OTHERS**

1. A biblically functioning community will be one that loves God with all their heart, soul, mind, and strength (Matthew 22:37; Mark 12:30; Luke 10:27).

 2. A biblically functioning community will be one that loves others as they love themselves (Matthew 22:39; Mark 12:31; Luke 10:27).

***Notes:***

* A failure to love God with the totality of one’s being causes an inability to trust God and to enjoy Him. The Christian must use every facet of his mental, physical, social, spiritual make-up to worship and please God.
* A failure to love others as we love ourselves causes the body to become factious, divisive, mean-spirited, love-less, and critical toward one another. The body will focus on self and become inwardly focused, rather than focusing upon the love of others, eagerly desirous of serving the needs of the body—even to your own detriment—and looking outwardly for the opportunity to proclaim the gospel to the lost.

***Results:***

* The result of a failed love for God breeds discontent with God’s sovereign plans and purposes, as well as internal friction within the fellowship because the focus is not upward nor outward but inward. The church begins to quarrel and backbite rather than love and serve. The absence of the love of God with the entirety of a person’s capacities turns into a preoccupation with self, resulting in the trust and reliance upon human wisdom rather than divine truth.
* Another result of a failed love for God and others is the taking of the path of least resistance, shirking the responsibility to care for one another, and rather choosing to remain anonymous and self-seeking. This however, leads to frustration when others don’t seek you out and you become embittered because you are not being ministered to. A lack of love for others also engenders a desire to avoid accountability.

**Questions to consider regarding the functioning community that loves God and loves others:**

* Do we love God with all of our entire being? Do we love others as we love ourselves?
* Does this love shine forth corporately? Do those who visit our church see this love for the Lord? Are our worship services giving evidence of our love for the Savior?
* Do we serve others with an eye on how we want to be loved ourselves? Is this love motivated by a desire to give rather than to receive?
* Does the love of God dwell in us? How can we practically show that love to others?

**CONCLUSION:**

We must ever and always seek to understand and implement the truths we’ve come to affirm in the past and have re-gripped today. The aforementioned core values make up our philosophy of ministry. This is both the ideal of what our church is to look like and what we aspire to be and to do, although as a church, we are so far from these ideals! May we continue to pursue these core values as none other than the truth of God for lives and godliness!

***APPENDIX ONE***

The apostle Paul declared both his purpose for living and preaching in Colossians 1:28: "We proclaim Him admonishing every man and teaching every man with all wisdom, that we may present every man complete in Christ." The clarion purpose for any adult ministry is to proclaim the Word of God, to admonish every member of the group with the wisdom that comes from that eternal Word, with the result that each person is presented as sufficient in Christ.

As the Word of God is taught to the adults in your fellowship, they, by God's grace, will desire to serve the Lord as an expres­sion of their gratitude to Him. Your ambition, then, should be usefulness in His kingdom for the fulfillment of His purposes. The develop­ment of godly servants who are fit for the Master's use as He builds His Body must be the expressed purpose of any adult ministry.

The Word of God clearly declares the objective of Jesus Christ for every Christian. That objective includes a unity in the faith with other Christians, true knowledge of the Son of God, and spiritual maturity that expresses the fullness of Christ's stature as Lord of His church. We labor to reach this goal through a process sustained by each member of The Bible Church as we are established in truth and serve one another. This causes the growth of the Body as it builds itself up in love (Ephesians 4:11-16).

With all that in mind, three goals should be established for the overall ministry function: teaching the Word, growing in grace, and building the Body of Christ.

**Teaching The Word**

The first priority for your adult ministry should be the consistent teaching of the Word of God. This will be the most important element in setting the goals for your group. All teaching, ministry, learning, and application will be centered on the Word of God. *Everything* should naturally flow out of this goal. The following steps will bring this goal to fruition:

A. Sunday Morning Teaching

This will be a message centered on a particular topic or passage that will enhance one of the three functions of your ministry. The teaching should always be in some way an extension of this vital purpose of ministry.

B. Sunday Evening Discussion and Dialogue (Care Groups)

This will include a regular opportunity to discuss what has just been taught with an opportunity to apply the teaching in ministry and life.

C. Sunday Morning Teaching Style

It should be your desire to faithfully represent the Word of God as accurately as possible, which means the bulk of teaching will be expository in nature and yet challenging each person to apply what has been exposited. There may be topically oriented messages presented but only as they serve to key back to what the Scripture demands from our lives.

**Growing In Grace**

A high priority must be placed upon the teaching of the Word of God. Therefore, a great deal of time will be spent hearing and applying it. It is not enough, however, to listen to someone explain the Scriptures. There must be a vehicle through which one is regularly challenged by God's commands, strengthened by His power, exhorted by His authority, and encouraged by His promises. All of us, if left to ourselves, would soon waste away spiritually and be of little use as ves­sels useful to the Master (2 Timothy 2:21). There must be an account­ability that other fellow laborers bring.

That's what growing in grace is all about. Growing together, true believers will seek to develop relationships that are filled, as Paul says, with the "knowledge of His will in all spiritual wisdom and understanding" (Colossians 1:9). Yet, relationships must be *close* enough to allow for "real-life" interaction where spiritual and physical needs are met, the body is built up, and Christ's character is displayed.

"Growing in Grace" will focus its attention on the following:

A. Personal Accountability Relationships

If we are going to be challenged spiritually on a daily basis, we must surround ourselves with believers who will invest that commitment.

B. Home Front Godliness

Since we will never be better Chris­tians than we are in the privacy of our own homes, growth and maturity first take place there as we seek to become faithful fathers, mothers, husbands, and wives.

C. Family Discipleship

As you might guess, discipleship also begins in the home where families can develop skills in teaching and learning from one another. You cannot begin to disciple others until you are willing to become disciples at home, whether it is spouse-to-spouse or parents-to-children.

D. Music and Adoration

Part of creating growing relation­ships is our willingness to share in the fruits of our life in Christ. Ephesians tells us that a life filled with the Word of God through obedience produces joy in the heart that is expressed in song unto the Lord. Corporately raising voices in thankfulness to Christ can only strengthen the bonds of love and cause believers to serve all the more. To share in our daily walk with the Lord, is to share in *all* that is produced, including corporate praise and worship.

These avenues of personal ministry will give endless opportunity for growth, leadership development, and evangelism. Echoing Peter's words in 1 Peter 4:10, may we display "God's manifold grace as good stewards, serving one another."

**Building The Body**

The building-the-Body goal is committed to the following objec­tives:

A. Weekday Bible Studies

This will further channel us into specific areas of the Word's application and accountabil­ity for lives and ministries. These are specifically designed for couples to have a closer interaction with individuals and couples.

B. Fundamentals of the Faith

This excellent material will be systematically taught to new believers on Sundays and, in some cases, unbelievers who may be coming. This should also be taught during the week.

C. Care Groups

The Care Group ministry will assist families and individuals in focusing the Word of God to meet the spiritual needs of both couples as well as individuals. This is designed for small groups of believers to grow and change.

There must be a commitment to the development of godly men and women who are able to disciple others toward spiritual maturity in Christ. This is done through the nurturing of friendships that have a spiritual core and a maturing purpose.

There must also be a commitment to the development of the spiritual giftedness of each member of the adult ministry. This is done through the encouragement and example of those actively serving the Body. It should be the goal to continually encourage one another to love and good works for the edification of others.

The commitment to the development of men and women who will lead is the channel through which God maintains the process of building the Body. Homes and churches desperately need men who have the commitment and character to lead and minister to others in a variety of environ­ments. Women who also serve and lead are an example of God's great design for their function in the Body.

There must also be a commitment to the development of those who can evangelize the lost and to the establishment of a godly testimony among all within their spheres of influence. Relationships at home, with extended family members, in the community, and at work all provide opportunities for sowing the seed of the gospel of Jesus Christ.

This third element of building the Body is the natural outworking of growing in grace through an obedient response to the teaching of His Word. Shepherding those who teach and encouraging the development and use of giftedness of all who compose this portion of Christ's Body through regular, personal interaction will be the primary focus of this dimension of adult ministry.

Serving, mercy, giving, encouragement, administration, faith, teaching, and all the varieties of spiritual giftedness that God gives are important to our corporate spiritual health and strength. It is with the ambition to heed Peter's admoni­tion, "As each one has received a special gift, employ it in serving one another, as good stewards of the manifold grace of God" (1 Peter 4:10).

***APPENDIX TWO***

***SPIRITUAL GIFTS***

Spiritual gifts are a God-given capacity through which the Holy Spirit supernaturally ministers to the Body of Christ. It is a person's unique capacity to serve the Body and is the Holy Spirit's sovereign channel to minister to the lives of His elect.

The following is a description of the permanent edifying gifts (along with the Ephesians 4 passage denoting the gifted men for the church) and their definition:

I. THE SPEAKING GIFTS

A. Prophecy (Romans 12:6; 1 Corinthians 12:10; 1 Peter 4:11)

The gift of prophecy is the ability given by the Spirit of God to proclaim God's truth to others. The most predominant way this gift is manifested is in preaching.

B. Word of Knowledge (1 Corinthians 12:8*b*)

The spiritual gift called "word of knowledge" is the Spirit-given ability to study and understand the Bible and then to communicate God's Word to other believers.

C. Word of Wisdom (1 Corinthians 12:8*a*)

The spiritual gift called "word of wisdom" is the unique ability to understand God's Word in such a way so as to skillfully *apply* it to other believers.

D. Teaching (Romans 12:7)

This gift is the ability to communicate biblical truth to others so that they receive it and can begin to implement it.

E. Exhortation (Romans 12:8)

This is the God-given ability to verbally encourage and strengthen other believers. It is the ability to provide comfort, courage, help, and strength to someone who needs it.

II. THE SERVING GIFTS

A. Leadership (Romans 12:8; 1 Corinthians 12:28)

This spiritual gift involves the unique ability to see an objective, formalize it, mobilize a group of people, and then motivate them to reach that objective.

B. Serving (Romans 12:7; 1 Corinthians 12:28; 1 Peter 4:11)

While each spiritual gift involves service, the "gift" of service involves those who assist those whose gift is leadership in implementing all of the things that the leadership is organizing. It is also called the gift of "ministry."

C. Giving (Romans 12:8)

This spiritual gift involves the unique blessing and responsibility to support the work of God financially. It does not necessarily mean that you must first have large sums of money in order to give, but a willingness from the heart to give from whatever God has blessed you with.

D. Mercy (Romans 12:8)

The gift of mercy means meeting the needs of those less fortunate and could include the needs of orphans, the poor, the sick, widows, etc. The gift of mercy is doing whatever needs to be done in order to extend compassion and pity to someone in need.

E. Faith (1 Corinthians 12:9)

This is the supernatural capacity for believing God by faith. It is normally connected with prayer and with seeing God's response to prayer as we see Him work.

F. Discernment (1 Corinthians 12:10)

The gift of discernment is the ability to judge or evaluate truth from error. This gift allows the church to maintain it's doctrinal clarity and purity.

I believe my spiritual gift is \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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***APPENDIX THREE***

***SERVING ONE ANOTHER***

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Home phone: (\_\_\_\_) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Work phone: (\_\_\_\_) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

City: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Zip: \_\_\_\_\_\_\_\_\_\_

Email address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***CHRISTIAN GROWTH***

***Bible Studies***

 Host a Bible study in your home

 Teach a Bible study

 Be an assistant teacher

 Help administrate/shepherd a Bible study

 Lead music in a Bible study

 Attend a Bible study

 Other:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Teacher Training***

 Be trained to be in Bible study leadership

 Be trained to lead an accountability/discipleship group

* Other:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Accountability/Discipleship Groups***

 Lead an accountability/discipleship group

 Be an assistant leader in an accountability/discipleship group

 Other:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Women's Ministry***

 Help develop and coordinate a women's ministry

 Participate in a women's ministry (once per month)

 Ministry for women with children

 Other:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***COMMUNICATION/WEBSITE***

***Photography Team***

 Photograph events

* Help prepare multi-media
* Work on the Website

 Other:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Art Team***

 Design and do art work for flyers, posters, and promotion

 Other:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 Write articles

 Other:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***HELPS***

***Social/Practical***

 Babysitting

 Housesitting

 Special circumstance needs (i.e., meals during illness)

 Hospitality in general

 Talent/skill pool (a sharing of acquired skills/talents/knowledge)

 Handiwork

 Computer knowledge

 Auto repair

 Other:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***INTEGRATION***

***Welcome Team***

 Help greet people as they come in

 Other:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Visitor Follow-Up Team***

 Help follow up new visitors by mail and phone or in person

 Help introduce visitors to The Bible Church

 Other:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Visitation Team***

 Help visit newcomers (evangelism)

 Help visit shut-ins

 Other:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***OUTREACH***

***General Projects***

 Help highlight what God is doing in your Care Group and in the church at large

 Help set up and take down a book, tape, and literature table on Sunday mornings

 Help plan, promote, or lead some of the following outreach activities for your Bible study:

 Convalescent home

 Evangelistic Bible study

 Evangelistic meals within homes

 Help the homeless

 Minister to other ethnic churches

* Sports events
* Crisis Pregnancy Center
* STEP Ministries/IFO

 Others:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 Help plan, promote, or lead some of the following outreach activities for The Bible Church of Little Rock:

 Evangelistic Men's basketball and softball league

 Evangelistic Couples volleyball league

 Evangelistic Bible Studies/Enquirers Bible Study near your workplace

 Overseas trip

* Others:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 Help plan and run any other kind of sports outreach ministry through our activity center

 Other:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***SHEPHERDING***

***Special-Needs Team***

 Develop and help maintain computer data base

 Other:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Attendance Team***

 Help with name tags

 Help take attendance figures

 Help with attendance cards

 Other:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***In-reach Team***

 Shepherd any absentees by alerting Elders

 Contacting Elders for specific age-level absentees

 Help conduct new-member interviews

 Other:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***SPECIAL EVENTS***

***Main Events***

 Help plan main events/conferences/retreats

 Help set up/take down for main events

 Help lead main events/conferences/retreats

 Other:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Retreats***

 Help serve at or for retreats

 Other:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***SUNDAY MORNINGS***

***Refreshment Team***

 Buy refreshments, set up, and clean up on Sunday mornings

 Buy refreshments, set up and clean up after special events

 Other:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Facilities Team***

 Set up, run sound, and tape messages

 Room set-up or adjustment

 Pass out flyers, notes, or prayer cards

 Set up for attendance team

 Other:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Music Team***

 Help with the music ministry in some capacity

 Help with music in lighting, audio, video, etc.

 Help coordinate power point with music ministry

 Special music or children’s music ministry

 Other:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Announcement Team***

 Participate in giving announcements

 Distribute/collect handouts

 Other:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Prayer Team***

 Meet Sunday mornings to pray for The Bible Church of Little Rock

 Help coordinate the church’s prayer chain

 Coordinate and conduct concerts of prayer

 Other:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_