

Ministry by Objectives

Reference Material:

Bible – King James Version, (Exodus Chapter 18), New King James /The Maxwell Leadership Bible by John C. Maxwell, Spiritual Leadership by Henry & Richard Blackaby, Moses on Management by David Baron/Lynette Padwa, Purpose Driven, by Pastor Rick Warren.

Overview

The purpose of the church is to prepare its membership to be ready for their Christian service in body, mind, and Spirit. Every attempt should be made as the official Body of Christ to Encourage, Commit, Grow, and reproduce faithful believers in Christ. However, Leadership must recognize that creative oratory skills will only feed people temporarily, and that the Teaching Ministry of the church is God's mechanism in the church, that will feed God's people for their lifetime. The historical attitude or today's prevailing position is that the church is not a business; where as this may be true in the literal profit sense, it is not true in any other category of the church. The church is an industry designed to produce a product, and therefore is in great need of skilled managers to ensure the process, quality, and reproduction of its product. The church must be consistent in its insight toward invoking biblical principles as the development of its product is realized. These objectives can only be successfully achieved by the creation of systems in management that would in turn, measure the success of moving people from where they are, to God's Agenda, (Henry Blackaby). How the Church staffs ministers and ministry leaders to meet the spiritual needs becomes crucial. All Ministry Leadership must have the same reputation that we expect the educators of our children to have; they should be above reproach in their Christian walk. Anybody should not be the criterion by which we choose ministry staff; though anybody may be the source of our selection. The body must trust the sincerity by which the staff delivers its services. The Leaders of our churches must not protect the body from within but from without. Shepard's don't become the sheep, but they always look out for the sheep. Getting these basic identity concerns realized now, postures the church for a serious over-haul of its

ministry management style. There are five major biblical categories of the church which is in need of sound management principles they are: Evangelism, Worship, Fellowship, Discipleship, and Ministry (service). These categories ought to be affected with Biblical Purpose in mind. The grid of need assessment within these categories can be measured by identifying with the five basic principals of business management they are: Staffing, Supplies, Equipment/Facilities, Training, and Monitoring or the Measurement of success. Each Biblical ministry of the Church goals must have attainable measurable objectives. Leadership must be committed in unity toward achieving those identifiable objectives. There are four areas' that help to determine an effective spiritual Leader: They fall under God's Authentification of the leader and they are: (1) A Spiritual leader must evaluate his life to determine whether God is confirming his leadership, there should be ample evidence of God's confirmation; (2) When God confirms a Leader he will vindicate his reputation over time, all leaders receive criticism during the course of their work. Criticism is not necessarily a sign of poor leadership, it may stem from people resisting God rather than rejecting the leader; (3) A third sign of God's presence in a leader is Changed Lives, leaders may entertain people, or impress people, or even motivate people, but if there is no spiritual advancement in the people they lead, their leadership originates from the leader's talent, but not necessarily God. (4) A God-inspired leadership is that others recognize God as the driving force behind the leader's Agenda; ref (Spiritual Leadership- by Blackaby).

The following material is an effort to assess the churches commitment toward maximizing the impact on its congregational efforts, as it relates to real growth of disciples in the church.

Category:	Purpose:	Scripture:
I. Worship	Magnify the LORD	Acts 2: 42
II. Fellowship	Encouragement	Acts 2: 46
III. Evangelism	Missionary/Outreach	Acts 2: 47
IV. Discipleship	Edification of the Body	Acts 2: 43
V. Ministry	Service	Acts 2: 45

- I. **Schedule initial meeting of the Ministry Leader Support Team: To Review and complete the 12 step ministry census. This exercise should help you and your team consider your efforts toward a**

1. What Is Our Purpose?

What does God want to accomplish with this Ministry? What is our Ministry's purpose, mission?

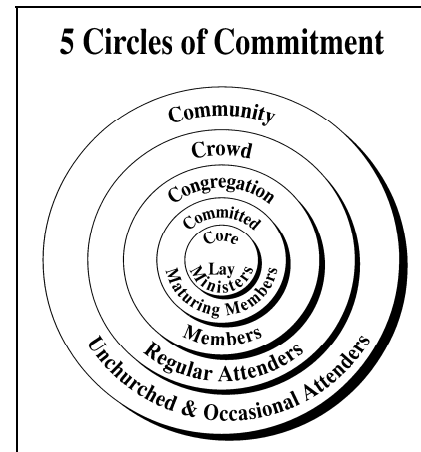
Which of the following ministry purposes¹ best represent our ministry?

- | | | |
|-------------------------------------|--|-----------------------------------|
| ☐ Membership | ☐ Maturity | ☐ Ministry |
| ☐ Missions | ☐ Magnification | |

What is it's Primary and Secondary Purposes?

2. Who Do We Serve?

Who is our Target/Customer? Of the following Five Circles of Commitment², which group does our ministry serve most?



- | | | |
|------------------------------------|--------------------------------|---------------------------------------|
| ☐ Community | ☐ Crowd | ☐ Congregation |
| ☐ Committed | ☐ Core | |

Who is it's Primary and Secondary Target?

3. What Are Their Needs/What Services Do We Offer?

What are the needs of the target group we serve?

- | | | |
|---------------------------------------|-------------------------------------|------------------------------------|
| ☐ Spiritual | ☐ Physical | ☐ Emotional |
| ☐ Intellectual | ☐ Relational | |

¹ The 5 Ministry Purposes represented here were developed by Rick Warren of Saddleback Church. For additional information, contact The Encouraging Word at www.pastors.com.

² The Five Circles of Commitment represented here were developed by Rick Warren of Saddleback Church. For additional information, contact The Encouraging Word at www.pastors.com.

Which of these needs is (or should be) focused on?

What kind of service is (or should be) provided for these needs?

4. What Is Our Strategy For Providing Our Services

What is our strategy for providing services for the needs of our targeted group?

What is our operational plan?

What is our *Step-By-Step* process for making our ministry a reality?

5. How Is The Ministry Being Led?

What type of leadership qualities and skills are required to lead our ministry?

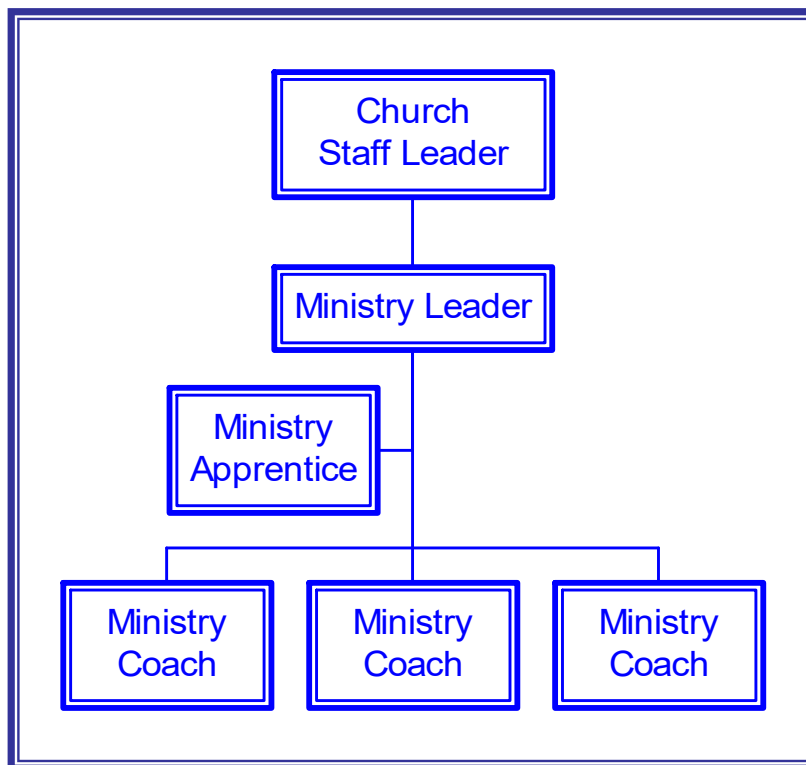
What type of leadership qualities and skills are required for our ministry's Apprentice Leader?

What is the process for identifying and assimilating ministry leaders, each fulfilling a specific purpose related to the ministry's mission?

6. What Kind of Team Is Required?

What are the various roles and ministry responsibilities that are needed to support our ministry?

Draw an organization chart or other visual appropriate to the roles and responsibilities, to describe the structure of our ministry.
What are the skills and abilities are needed for each of the roles described above?



How will new team members of our ministry be assimilated?

7. What Training Is Needed?

What training is (or could be) offered or suggested for team members to achieve the skills mentioned in Questions 5 and 6?

How and when is this skill training be provided?

8. What Support Is Needed For This Ministry?

What type of support services/facilities does our ministry team need from the church?

What are the budget/financial needs to sustain our ministry?

How can we (the team) find the money needed to support this ministry?

9. How Does The Group Communicate?

- * With each other?
- * With it's leadership?
- * With other ministries?
- * With church staff?
- * With the church at large?
- * With who we serve?
- *

10. What Is The Process For Feedback And Evaluation?

How will we know if we are doing well? Where do we get this feedback? How will success be measured?

- o From who we serve?
- o From Pastor/Church Staff Review?
- o From the ministry leadership team?

- o Monthly Check-Ups
- o Quarterly Reviews
- o Annual Reports

11. How Is The Team Spiritually Cared For?

How do we ensure spiritual growth and health of our team? What is the process and structure for providing care for the team members' personnel needs?

One-on-one meetings to determine:

- o Quiet Time
- o Family Matters
- o Time Commitment
- o Vocation vs Ministry Demands

- o Small Groups/Accountability *Relationships*

Support within the team:

- o Team Fellowships
- o Group Devotionals
- o Praying For Each Other

12. What Is The Vision For Growth?

What is our vision for growth? What is our “dream” 2 years from now?

On the way to our 2-year “dream”, what must our ministry look like in 1 year?

How will we expand our ministry?

- o New Groups
- o New Services
- o New Activities
- o Other

What would that look like?

List and Explain: