

## APPENDIX "A"

**Gifts-Based Church Organization**

In the spring of 2008, First Baptist Church agreed to experiment with a church organizational model that moves away from a church structure that involves a Deacon Board and elected committees to a Ministry Team model. Here is an explanation of that model.

**Explanation of the Congregational Ministry Organization**

Christian "ministry" is defined as doing what Jesus did (Luke 4:16-21). In other words, "ministry" may be thought of as... meeting the needs of others in the name of Jesus. It is also interesting to note that in Acts 6, the "Diaconate" (those who minister, or those who serve) includes the apostles... in other words, the "ministry," the "deaconing," was shared by laity and clergy (Acts 6 :3-4). As a result of their sharing the ministry, a wide range of the needs (physical and spiritual) of people were met in the name of Jesus... the number of believers increased and there was greater harmony in the fellowship.

This organizational plan for congregational ministry is built upon this concept of shared ministry. Ultimately, it calls for area lay leaders and the church ministers to form partnerships to provide leadership for each Ministry Area. These area lay persons and ministers form a Ministry Coordination Council (MCC). The MCC will choose an additional person to serve as the Ministry Coordination Council Coordinator. Initially, in launching the new organization, the MCC Coordinator, each area lay leader and church minister are invited to serve on the basis of his/her interests/passion and spiritual gifts in a particular area of ministry... it is also highly desirable for the MCC Coordinator and area leaders to have the gift of administration (the ability to organize and delegate) and the gift of leadership... the demonstrable ability to energize people for work. After the organization is operative for one year (and if the church decides to continue this organizational model) the area lay leaders are thereafter chosen annually by the teams within his/her particular ministry area... taking into consideration his/her interests/passions and spiritual gifts for that area of ministry. Similarly, the MCC Coordinator is chosen annually by the area leaders and the church ministers based on his/her interests/passions/gifts. MCC will also recommend to the congregation people to serve on the Administrative Team, the Budget Management Team, and the Personnel Team (due to the technical nature of the work of these teams), as well as the Sunday School Director.

Ministry Teams are formed as individuals perceive a need and discern a call to meet that need. Ideally, each team functions according to small group dynamics, including the development of a covenant of purpose and accountability. The length of service on a team depends upon the length of the life of the team (some teams exist to do a short-term project, others continue indefinitely) and continued interest and sense of calling of the team member. Each team does its own planning and requests its needed funding (budget requests are made through the Ministry Area Lay Leader, approved by the Ministry Coordination Council and forwarded by the area leaders to the Budget Planning Team). The ideal is that all church members will be part of a growth activity and a serving team.

The Gifts Identification Team, formed by up to six persons, approved by the Ministry Coordination Council, shall encourage church members to discover their spiritual gifts and then use their gifts in creating or joining ministry teams. As ministry teams are formed, the Gifts Identification Team may provide names of people (to ministry area leaders and ministry team leaders) they become aware of who are gifted in the various areas... and who may have the interest/desire to become a part of a particular ministry. This team will also seek to be alert to burnout for those who have been serving on various teams for an extended period of time.

## **Ministry Teams**

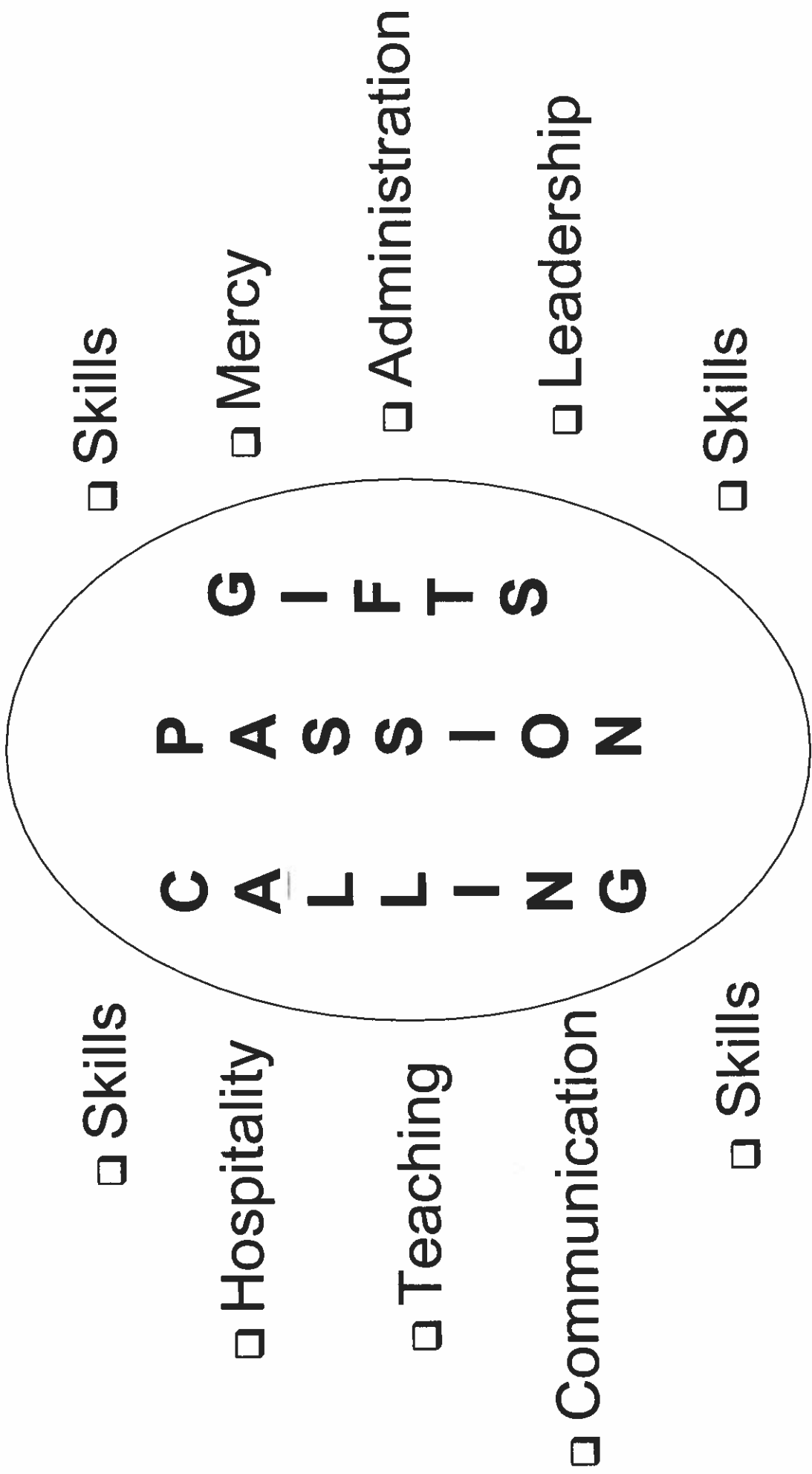
### **Definition of a Ministry Team:**

A small community of persons, drawn together by a God-revealed passion and a deep calling to do a particular ministry.

### **Characteristics of a Ministry Team:**

- Purpose is to fulfill a specific mission
- Commitment to support and encourage each member of the team in personal and spiritual growth
- Vision led
- Accountability is through a self-established covenant
- Collaborates with other teams
- Each team member must be a team player
- Self-organizing
- Gifts needed to serve on a team are well advertised
- High level of trust among team is crucial
- Support the culture of the church
- Team is dissolved when their mission is completed

# Ministry Team Model Utilizing Spiritual Gifts for Ministry



# Creating a Ministry Team

**Ministry Teams** are formed as individuals perceive a need and discern a call to meet that need. Ideally, each team functions according to small group dynamics, including the development of a covenant of purpose and accountability. The length of service on a team depends upon the length of the life of the team (some teams exist to do a short-term project, others continue indefinitely) and continued interest and sense of calling of the team member. Each team does its own planning and requests its needed funding (budget requests are made through the Ministry Area Lay Leader, approved by the Ministry Coordination Council and forwarded by the area leaders to the Budget Planning Team). The **ideal** is that all church members will be part of a growth activity and a serving team.

## I. TEAM MEMBER

1. Feels called and gifted, with a strong interest (passion) for doing the particular ministry of the team on which he/she serves.
2. Does not have a prescribed term of service... will serve as long as one feels called to the particular ministry, or as long as the need exists.
3. Is doing the work of ministry... thus the group/team may become the “front door: to the church (nonmembers may be attracted to the church by doing ministry as a member of a ministry team—one is not required to be a church member before becoming a ministry team member).
4. Is self-differentiated—each team member has at least one responsibility for fulfill (e.g., just as each member of a basketball team has a role to play); the Team Leader does not do the work of the team but leads and inspires each team member to do his/her part.
5. Has a similar passion for a particular ministry as others on the team but may have different gifts from others which may be used to do that particular ministry (c.f., “Ministry Teams—Utilizing Spiritual Gifts for Ministry”).
6. May volunteer to serve on a team or may request assistance from the Gifts Identification Team in deciding where best to serve in light of one’s gifts and personal calling.

## II. TEAM LEADER

### A. How to identify a Team Leader—Someone who...

- exhibits the spirit of Christ
- is gifted in leadership
- has strong passion in this area of ministry
- has a vision for this particular ministry
- practices personal stewardship of time and possessions
- is an encourager

- has the gift of service
- is non-controlling
- has an understanding of small group dynamics
- does not need to possess all skills and abilities, they are part of the team; “player-coach”
- collaborates with team members to facilitate ministry work of the team
- encourages the team to evaluate effectiveness of their work & ministry
- helps their team interact with other teams in its ministry area
- has a long-term vision of their team’s mission
- helps develop other leaders
- is willing to be a learner
- is a member of the congregation
- is chosen annually by the team

#### B. Role of the Team Leader

1. Schedules planning meetings/ministry sessions...utilizing the suggested approach on the sheet, “How to Conduct a Team Meeting” ...and continually ask the team, “what do we need to be **DOING** to fulfill our **calling** and **passion for ministry?**”
2. Requires accountability of team members...leads in the development and fulfillment of a ministry team covenant.
3. Leads team to set goals and establish a budget (if one is needed)
4. Reports activities and ministries to the Ministry Area Leader who will then share the reports with the Ministry Coordination Council---who, in turn, shares the reports with the congregation.

# CHURCH MINISTRY ORGANIZATION

