

## Emerging Principles

Churches of our country are being compelled to face the need for change. Congregations are struggling with problems caused by new ways in today's world: new patterns of life which simply don't fit a church whose services and functions are carried over from a horse and buggy culture. If our church is to make an impact on the 21<sup>st</sup> century, we must change.

The author Lawrence Richards contrasts the "church that is" and the "church that must come." He describes the "church that is" as highly organized, doing ministry through agencies of the organization, with most of its energy and effort given to maintaining the organization. Comparatively, the "church that must come" is one that stresses minimal organization, with its ministry performed by the members of the congregation. He suggests that they will require little organizational maintenance. Purpose and goals will be the motivating influence of the "church that must come."

The change from the structured committee approach to the less formal team approach will enable the church to increase its ministry base, train new leaders, and better involve the congregation in the total ministry of the church. Ministry will be accomplished both within the congregation and the community.

The team approach recognizes and develops spiritual gifts within the congregation and is more ministry oriented than the traditional business model. Using ministry teams to do the work of the church is not a drastic departure from the familiar committee approach. Both have similar goals. However, they use different methods to accomplish those goals.

The makeup of the team will focus more on the specific gifts of the individuals who comprise the team than on finding people who will simply agree to serve. It is not trying to just get somebody to do a job. This process is driven by their abilities, their gifts, and their passion and sense of call to a particular area of ministry. Involving people in ministry teams strengthens and develops leadership skills. It ultimately allows more involvement by church members in the work of the church.

Change will not come easily. If we are to approach the new millennium with a fresh approach and attitude about the way we do the business of the church, we must understand which approach will best serve our congregation. The ministry team approach provides the flexibility, leadership training, accountability, and focus on ministry that is needed by Bon Air Baptist Church.

**In developing the Ministry Team approach,  
the following principles emerged:**

1. The work of the church can be divided into six general areas of ministry.
  - a. Organizing the church by ministries is not only an organizational tool, but is also an educational tool as it quickly shows what the church is about.
  - b. It is more appropriate for the church structure to focus on ministries than on programs and committees.
2. The use of ministry co-coordinators provides a model team of laity and equipping ministers.
  - a. Lay members/ ministerial staff teams provide strong mentoring opportunities.
  - b. Lay members/ ministerial staff teams provide adequate accountability checks and balances.
3. The Ministry Coordination Council provides effective church-wide planning and coordination.
  - a. There is a total church ministry view in place of a narrowly focused view.
  - b. There is a place for total church strategic planning and evaluation.
4. Ministry Team leaders and members are expected to have a sense of God's call to that specific ministry.
  - a. Approval by the church is seen as affirming God's call in the person's life to that ministry.
  - b. Team members model the characteristics of a growing disciple.
5. Appropriate ministry teams are formed to adequately cover all the ongoing ministries of the church.
  - a. Ad hoc ministry teams are created for a specific purpose in a specific situation.
  - b. Ministry task forces are created whenever there is a need for cross-ministry teams.
6. Ministry leaders are responsible for recruiting and training their team members.
  - a. Ministry leaders and members are elected by the church for a four-year term.
  - b. Ministry leaders may enlist other individuals to serve on teams as needed.

(Adopted 9/27/98)