

PHILOSOPHY OF MINISTRY Bon Air Baptist Church, Richmond, VA

Our MISSION: *Proclaiming the Grace of God . . . Growing Followers of Christ*
The VISION of Bon Air Baptist Church is to turn our world right side up with Christ . . . one person . . . one family . . . one community at a time.

Our Philosophy of Equipping and Equippers

1. The senior pastor's role is primarily to give direction, shepherd the flock, train leaders, teach the Word, and be a model disciple, keeping the vision of discipling before all the people.
2. The role of other staff members is the same as that of the senior pastor in that staff member's area of ministry.
3. The role of church leaders is to be actively involved in leading their specific areas of ministry, to be models in the discipling process, and to assist in equipping other members for ministry.
4. The purpose of church membership is to provide an environment of nurture, encouragement, and accountability to the body of believers as well as to share responsibility for providing ministry opportunities, decision making, and appropriate finances.
5. All staff and church leaders must be growing disciples, participating in the discipling process, and committed to the church's doctrinal statement and philosophy of ministry.
6. Servant ministries are recognized as being equally important as leadership ministries.
7. We will intentionally train disciples with accountability on the basis of the heart and mind of Christ. Disciples will learn biblical principles and how to apply them to their lives. Disciples will become part of the training process that takes place in small groups where they will be encouraged to grow in their commitment to God.

Our Philosophy of Church Ministries

1. The fundamental purpose of every activity and ministry of the church is to develop and nurture disciples. Therefore, every activity will be evaluated by its effectiveness in developing mature disciples, and the church will modify or discontinue activities that are ineffective.
2. All members are ministers and called to do the work of Christ.
3. The primary function of our worship services will be to glorify God and proclaim His Word.
4. The Sunday morning Bible teaching ministry will be a key outreach and assimilation point for the church as well as a place for fellowship and teaching.
5. We will co-labor with parents to involve children and youth in meaningful activities that will provide an opportunity for them to make a commitment to Jesus Christ and to train them in the basic Christian disciplines.
6. The primary method of making disciples is the small group. Other approaches are valid, but only as a secondary method.
7. The church will use a phased, sequential, corporate process to make disciples.
 - a. It will be phased because we recognize that there are different levels of growth and commitment in a disciple's life.
 - b. It will be sequential because these levels of commitment are a measure for growth.
 - c. It is corporate because each member brings his unique gifts and experience to bear on the life of the disciple.
 - d. It is a process because it is the Body of Christ, and it is over a period of time that disciples are made. All disciples are in a process of growth until the end of their lives or the Lord returns.
8. We will maintain a healthy balance in local, domestic, and international missions which impacts reaching all the peoples of the world for Christ.

9. We will strive to ensure that all of our ministries are done with excellence and are effective within the context of the current culture while maintaining biblical integrity.
10. We recognize evangelism as the starting point and indispensable catalyst to all discipling.
11. Ministry leaders will be encouraged to develop ministry teams, to network together with other ministry leaders, and to minister to one another.
12. The emphasis of ministry is to be placed on the transformation of lives rather than the program of the church. Transformation is a process of inner change and is the work of the Holy Spirit in a person's life.

Our Philosophy of Organization and Administration

1. We will, at all times, have an intentional strategy to accomplish each aspect of our purpose.
2. Our organizational structure and leadership styles must be flexible and change according to needs.
3. The resulting constitution and bylaws will reflect our philosophy of ministry, describing how decisions are made and how leadership will lead in light of that philosophy.
4. The primary functions of church business meetings will be to set broad policies, macro-manage the church, and assure that all ministries uphold the doctrinal statement, constitution, and philosophy of ministry.
5. The micro-management of all ministries will be delegated to leaders of those ministries, and accountability will be maintained through ministry teams and communication channels.
6. We will, whenever possible, use ministry teams, task forces, and discipleship structures rather than committees and councils to make decisions and do ministry. We will seek to minimize the number of persons involved in developing policy and maximize the number of persons doing ministry.
7. We will budget for activities and ministries which facilitate numerical and spiritual growth.

Note: This Philosophy of Ministry will be a part of our bylaws and can be amended in the same way as our bylaws.