

THE PURPOSES OF THE CHURCH AND THEIR IMPLEMENTATION

Session 7 –Next Steps

Moving from Theory to Practice

As we begin this final session, here is a reminder of what a healthy church could look like that was seeking to implement its God given purposes:

In a healthy church...

- People are welcomed, cared for and find loving community (*fellowship*).
- People are becoming more like Jesus Christ (*discipleship*).
- People know their gifts and are using them (*service*).
- People are concerned, locally and globally, for the world (*outreach*).
- People are engaged in authentic, God-centered worship.

Why Is Having a Clear Purpose Important for the Church?

1. **It builds** _____.

“Where there is no vision, the people perish.” Proverbs 29:18a (KJV)

Nothing discourages a congregation more than having no clear reason for existence. That which motivates are the eternal purposes of God for the church!

2. **It reduces** _____.

The church does not have time or the resources to do everything. The good news is, God doesn't expect us to do everything. A purpose statement not only defines what we do, it defines what our church doesn't do.

3. **It allows** _____.

Having a clear purpose keeps your priorities straight. It keeps you from majoring on the minors. It helps you to concentrate your resources more effectively.

Efficiency: “Doing things right.”

Effectiveness: “Doing the right things.”

4. **It attracts** _____.

People want to join a church that knows where it's going.

5. **It assists** _____.

God's purposes must be the standard by which we evaluate our progress and our growth!
Are we doing what we ought to be doing?

1. REVIEW: WHAT ARE THE PURPOSES OF THE CHURCH?

From the teaching ministry of Jesus:

- 1) "Love the **Lord** your God with all your heart...." = _____.
- 2) "Love your **neighbor** as yourself." = _____.
- 3) "Go...**make disciples** of all the nations...." = _____.
- 4) "**Baptizing** them...." = _____.
- 5) "**Teach** these new disciples to obey...." = _____.

How the first church fulfilled these 5 purposes:

Practice of the Church – Acts 2:42-47	Purpose
<i>They devoted themselves to...the breaking of bread and the prayers...praising God."</i>	Worship
<i>"They devoted themselves...to the fellowship. All who believed were together... They ate together...."</i>	Fellowship (community)
<i>"They devoted themselves to the apostles' teaching...."</i>	Discipleship (maturity)
<i>"They were selling their possessions...and distributing the proceeds to all, as any had need."</i>	Service (ministry)
<i>"And the Lord added to their number day by day those who were being saved."</i>	Evangelism (outreach)

Communicating Our Purposes

It's not enough to define our purposes. The task of leadership is to continually communicate the purposes of the church. We have to build them into the lives and memories of our people!

Six Ways to Communicate the Purposes

1. _____.

Here is our church's current Statement of Purpose as found in the Constitution:

"The purpose of Prairie Hill Evangelical Free Church is to make fervent disciples for Jesus Christ (Mt.28:18-20). This is done by (1) exalting God in worship and prayer, (2) evangelizing the community and the world, and (3) edifying believers through the Word of God and the ministries of the Body of Christ."

If we added two other purposes, it could look like this:

“The purpose of Prairie Hill Evangelical Free Church is to make fervent disciples for Jesus Christ (Mt.28:18-20). This is done by (1) *exalting* God in worship and prayer, (2) *evangelizing* the community and the world, (3) *edifying* believers through the Word of God, (4) *equipping* them for service, (5) and *encouraging* fellowship.”

2. _____.

We all recognize the power of slogans:

- Target: “*Expect more. Pay less.*”
- Panera Bread: “*Good eating brings out the best in all of us.*”
- Coca Cola: “*Refresh the world. Make a difference.*”

If we were to use our current statement, ours could be: “*Making fervent disciples for Jesus Christ.*”

3. _____.

4. _____.

5. _____.

6. _____.

2. HOW DO WE IMPLEMENT THE 5 PURPOSES?

1. **Develop a _____.**

This is being done by the Transition Team. One will be submitted to the Elders for their approval.

2. **Secure a _____ for Each Purpose.**

Who secures the leaders? The Elders do with the help of the new Sr. Pastor!

- *Director of Worship*: Oversees services of worship for the crowd.
- *Director of Assimilation/Fellowship*: Oversees the assimilation of people from the time they drive into our parking lot until they become members.
- *Director of Discipleship*: Oversees the plan to lead people into deeper spiritual commitment and maturity.
- *Director of Ministry/Service*: Oversees helping members discover their DESIGN for ministry and guide them to find either an existing place for ministry or a new ministry.

- *Director of Outreach*: Oversees evangelism training, evangelistic activities and programs, local ministries of compassion, and cross-cultural missions projects.
- *Director of Children's Ministry* and a *Director of Student Ministry*: Oversees efforts to implement each of the 5 purposes in their ministries.

3. Structure _____ according to our purposes.

Each director gives leadership to a purpose-based team...*if* he/she wants one. In this structure, there are no committees. The staff person is the leader of that area. In most cases, it might be beneficial for these directors to have a team.

4. Develop _____ (programs) according to our purposes.

Each ministry team, under the leadership of a director, develops one or more strategies or programs to fulfill its purpose. *Examples*:

OUR STRATEGIES

HOW WE DO IT

<p>Establishing People in Community (Fellowship)</p> <ol style="list-style-type: none"> 1. Community Groups 2. Membership Class 3. Greeters 4. Welcome Center 5. Follow-up strategies: contacting visitors, etc. 6. Fellowship Time (after Sunday School and before services)
<p>Encouraging Christ-like Maturity (Discipleship)</p> <ol style="list-style-type: none"> 1. Community Groups: Sermon-based and others 2. Midweek: Programming for students <ul style="list-style-type: none"> Awana Junior High Youth Senior High Youth 3. Sunday Training: Sunday School for kids/students/Adults
<p>Equipping for Ministry (Service)</p> <ol style="list-style-type: none"> 1. Ministry coaching and mobilization within teams 2. Leadership development: training in ministry and personal skills within teams
<p>Extending God's Kingdom (Outreach)</p> <p><u>Local Evangelistic Outreach:</u></p> <ol style="list-style-type: none"> 1. VBS 2. Christmas Eve Service

<p>3. Easter Services</p> <p><u>Ministries of Compassion:</u></p> <ol style="list-style-type: none"> 1. Operation Christmas Child 2. Communion/Benevolent Fund <p><u>Cross-cultural Missions:</u> Short-term and career missions.</p> <ol style="list-style-type: none"> 1. Short-term missions 2. Career Missions: supporting 12 couples and individuals
<p>Exalting God in Worship (Worship)</p> <ol style="list-style-type: none"> 1. Worship Services: multi-generational, participatory, theistic theme, contemporary 2. Technical arts 3. Praise band 4. Ushering 5. Prayer Ministries (after the service).
<p>Support Ministries</p> <ol style="list-style-type: none"> 1. Property 2. Finance 3. Prayer

A. Implementing the Purpose of Outreach.

1. Review the details of the Percept Group Demographic Report of your community.
2. Define your target in the 4 ways we considered:
 - *Geographically:* How many people live in our area?
 - *Demographically:* What kind of people live in our area?
 - *Culturally:* What are their values, interests, and fears?
 - *Spiritually:* What do they already know about the gospel?
3. Consider interviewing opinion leaders in your community (the notes give guidelines).
4. Personalize your target. Notes: “Meet Eden Prairie Ed and Paula.”
5. Based on this data, contact key organizations you might partner with. Ask: How may the church serve you? Examples:
 - *A Local School:* Ask about using the skills of some retired engineers to tutor students in their STEAM Program (science, technology, engineering, art, and math), and providing basic supplies from local engineering companies, etc.

- *Feeding Eden Prairie's Hungry*: Consider connecting with local organizations and food shelves to help those facing hunger and homelessness.
- *MN Adult and Teen Challenge*: Consider collecting specific, requested items for personal hygiene (shampoo, soap or body wash, deodorant, toothbrushes and paste, shaving cream, disposable razors, lip balm, adult socks, etc.). Then, on a Saturday, invite church people to gather to put these in "blessing bags," which are given to residents to welcome them to the program. Ask if help is needed for any on-site painting, yard work, window cleaning, etc.
- *First Care Pregnancy Center, Minneapolis*: First Care offers parenting education and support to new parents. With their input and approval, consider a church on-site project (e.g., on a Saturday, people meet to bundle donated diapers and other baby products) and an off-site (helping with basic painting, yard work, window cleaning, etc.).
- *Emergency Responders*: On a Saturday, people gather at church to handwrite short "thank you" cards, which are delivered to area fire, police, and EMT stations).

6. Consider an all-church morning of service to implement the projects listed above.

There could be opportunities for people to serve on-site (church) and off-site (at various work locations).

- The morning of service is given a name (e.g., "Game Day" or "Stepp'n Out").
- Needed supplies would be listed and communicated to the church weeks before. People would bring in donated supplies and place them in proper receptacles.
- Meet together briefly at church for directions and prayer.
- Each project would have a team leader.
- Have some projects that children can do on-site with supervision by a parent, while other projects are given to seniors. Off-site projects are reserved for those with appropriate skill to accomplish the task.
- Take pictures and report any stories that reveal what God did.
- Share pictures and stories in a brief report on a Sunday during a service of worship. Emphasize what God did.

7. Provide evangelism training.

There are a number of materials available to train the people of the church regarding how to form meaningful connections with unbelievers and share the gospel with them.

- *The Art of Neighboring: Building Genuine Relationships Right Outside Your Door* by Jay Pathak and Dave Runyon.
- *Evangelism in a Skeptical World: How to Make the Unbelievable News About Jesus More Believable* by Sam Chan. A helpful video series by the author is also available.

8. Consider starting one or more of these additional side-door ministries:

- a. *Alpha* is a class that will address the honest doubts and questions of non-Christians. As believers at PH get to know their neighbors and friends, they can be encouraged to invite them to an event like *Alpha*. For more information, see the Alpha website:

<https://alphausa.org/about>

- b. Consider launching at least one care ministry such as *Celebrate Recovery* to help those dealing with addiction issues or *DivorceCare*. Here are the links:

https://www.christianbook.com/celebrate-recovery-updated-curriculum-kit/9780310082460/pd/082460?product_redirect=1&search_term=Celebrate%20Recovery&Ntt=082460&item_code=WW&Ntk=keywords&event=ESRCP

https://www.christianbook.com/Christian/Books/easy_find?Ntt=DivorceCare&N=0&Ntk=keywords&action=Search&Ne=0&event=ESRCG&nav_search=1&cms=1

B. Implementing the Purpose of Worship.

We considered developing a worship service that edifies believers and also serves as a witness to unbelievers. Sometimes this is called Worship-Evangelism.

C. Implementing the Purpose of Assimilation/Fellowship.

Once there is a Director for Assimilation/Fellowship and the Director has a job description provided by the senior pastor and, possibly, a team, consideration may be given to the following:

1. With support from the new pastor, develop a system or plan for assimilating newcomers.
 - Consider each step carefully from the time guests drive into our parking lot until they become members.
 - Review the notes that describe a specific assimilation plan.
 - Make changes that are appropriate for the church.
2. Read and practice the principles of *Becoming a Welcoming Church* by Thom Rainer.¹
3. Encourage members to see themselves as “greeters.”

¹ Thom Rainer, *Becoming A Welcoming Church* (Nashville: B & H Publishing, 2018), 101 pages.

This doesn't do away with the need for greeters, but members can practice what is called "*The 3-Minute Rule.*"

4. Establish a required Membership Class.

- The church office has the notes, including PowerPoint slides, that were developed for our church.
- The class should include making potential new members aware of the church's Statements of Faith, Mission, Vision and Core Values, as well as the benefits and responsibilities of membership.

5. Consider making Adult Sunday School more relational.

Since the church assessment revealed that many new attenders do not find the church to be very welcoming, the director of fellowship needs to consider specific ways to make the church more relational. One major way is to intentionally make adult Sunday school groups more relational.

Some churches offer electives. The problem with electives is that they tend to be content driven. People come and go with little or no relational connections. Instead, offer groups based on age.

- Encourage each adult group to select a class name (*e.g., Ambassadors, Faithful Followers, Equippers, etc.*).
- Each class selects leaders, shares prayer concerns, offers refreshments, recognizes key events in people's lives (*e.g., birthdays and anniversaries*), plans a service project (monthly or quarterly), and selects its own curriculum.
- The mid-sized Adult Sunday School Class allows for assimilation, especially for people who are relatively new to the church and may not be comfortable in a small group.

6. Encourage every member to become part of a small group.

- Small group leaders should meet together periodically for training on making their groups not only biblically sound, but also relationally warm.
- Consider ways to implement each of the 5 purposes in every small group.

7. Review all the other suggestions for strengthening fellowship in the church, including ways to make new members feel special.

D. Implementing Discipleship.

Once a director is in the role of overseeing this purpose and has a job description provided by the senior pastor and, possibly, a team, consideration may be given to the following:

1. From the notes, review all 8 statements that were shared about Spiritual Growth: what it is and how it happens.
2. To help individuals in their spiritual growth, consider using the *Spiritual Health Assessment* and *Spiritual Health Plan*.

The *Spiritual Health Assessment* helps people do a check-up on their spiritual life and determine if there is an area of spiritual growth they want to work on. There is an accompanying *Spiritual Health Plan*, which gives practical suggestions for how to get healthier with respect to the 5 purposes.

3. Review the 5 levels of learning in order to establish at 3-to-5-year educational plan. Our Christian education program should consider building around these 5 levels of learning.
 - *Knowledge:* People need to know the content of God’s Word and gain a working knowledge of the books, events, and people of the Bible.
 - *Perspective:* This level involves seeing things from God’s point of view, having a Christian worldview! Christian doctrine provides us with a Christian perspective. I shared with you 7 areas of doctrine that could be taught in either Adult Sunday School, during a midweek class for adults while children are in Awana, or in small groups.
 - *Conviction:* This level includes developing godly values, commitments and motivations. The church must teach biblical convictions in order to counter the secular values to which believers are constantly exposed. This includes teaching such convictions as these: Marriage (*one man, one woman for life*), transgender issues, immigration issues, racism, pro-life issues, etc.
 - *Skills:* This level involves teaching others the “*how-tos*” of Christian living and ministry. Skills are related to doing: how to study the Bible, how to pray, how to handle temptation, how to get along with other people, how to be a godly husband and wife, how to raise children, etc.
 - *Character:* Christlike character is the ultimate goal of all Christian education: becoming like Christ in attitudes and actions. A good place to begin is to teach “*the fruit of the Spirit*” as described in Galatians 5:22-23.

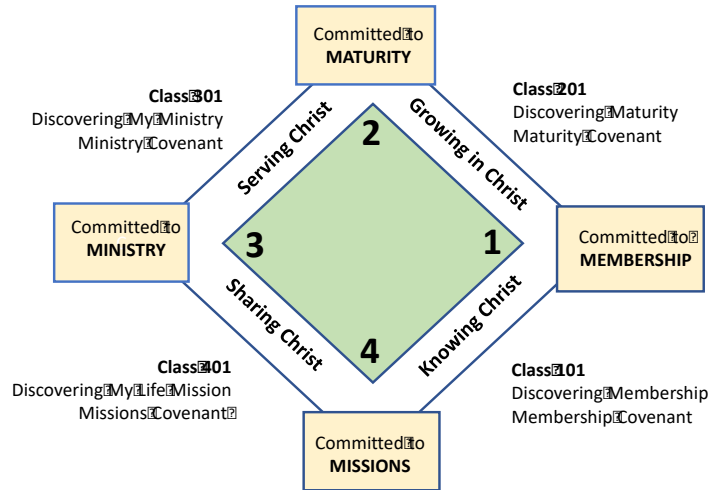
Consider these 5 questions:

- (1) Over the next 3 to 5 years, what content of the Bible do we need to teach? How will this content be taught—in sermons, small groups?
- (2) How and when are we going to give people perspective by teaching doctrine?
- (3) What are the most crucial topics in the area of convictions that need to be addressed right now? When, where, and how will these topics get addressed?
- (4) How, when and where will we teach skill areas—the “*how tos*” of the Christian life?

(5) Then, how, when and where will we teach about Christian character?

4. Consider establishing a seminar or class for each purpose.

We need to build our Christian education ministry around the purposes. The symbol of a baseball diamond may be used to illustrate the process of moving people from little or no commitment to deeper levels of commitment and maturity:



E. Implementing the Purpose of Ministry / Service.

Once there is a Director for Ministry or Service and the director has a job description provided by the senior pastor and, possibly, a team, consideration may be given to the following:

1. From the notes, review all 10 statements that were shared about Ministry: what it is and how it happens.
2. Consider introducing the D.E.S.I.G.N. material.

While God wants us to have servant hearts and to serve wherever there's a need that we can meet, He also wants us to have a *primary* area of service. And what we discover in Scripture leads to this conclusion:

Our primary area of service should be determined by our _____.

- D = _____.
- E = _____.
- S = _____.
- I = _____.

G = (Spiritual) _____.

N = _____.

Many churches only focus on Gifts. But there is more to it than that.

Finding My DESIGN		
<u>D</u>ESIRES	WHERE you serve best	You will be MOTIVATED!
<u>E</u>XPERIENCES	Unique life formation	You are PREPARED to respond!
<u>S</u>KILLS	Natural and acquired talents and abilities	You are uniquely TRAINED to serve!
<u>I</u>NDIVIDUALITY	HOW you best serve	You will be CONFIDENT!
<u>G</u>IFTS	WHAT you do best in the church	You will be COMPETENT!

- (1) *Gifts*: If you know what you are gifted to do, you discover *what* you will do best in the church. But knowing your gifts will not tell you *where* you should serve! It answers the “*what*” question, but not the “*where*” or “*how*” questions.
- (2) *Desires*: Your desires or passions let you know *where* you serve best. When you serve according to your Desires, you will be more motivated. Sometimes your *Experiences* and *Skills* will also help you to know *where* to serve.
- (3) *Individuality*: Your individuality or temperament indicates *how* you will serve. If you are task-oriented, your primary ministry should focus on accomplishing tasks that serve people. If you are people-oriented, your ministry or career should focus on relational issues.

If there is interest, the entire DESIGN curriculum, including teaching notes, small group discussion questions, slides and Personal Exercises will be made available to the church.

3. Consider developing a Ministry Profile Manual.

It describes each ministry of the church on a single page: who the leader is, which purpose of the 5 it helps the church to fulfill, while providing a summary of the type of D.E.S.I.G.N. profile that’s most effective for each ministry.

It’s also important that people are given a basic job description that describes expectations, responsibilities and accountability.

4. Consider starting a new ministry when it conforms to these guidelines:

- a) The ministry is seen by the Elders as necessary, not just good, in order to drive our vision, purposes and core values. SO: It has the approval of the Elders.
- b) It has gifted leadership in place.
- c) It is believed the new ministry will change lives in ways that are appropriate for the ministry.
- d) The ministry has a clearly defined purpose and measurable objectives.

One way to do this is to develop a *Charter*. See the 2-page document at the end of these notes for an example.

Conclusion:

For these purposes to be implemented, the following need to be in place:

- 1. A Senior Pastor who desires to see the church implement each of its God-given purposes in a balanced way.
- 2. Elders who support such a ministry direction.
- 3. A volunteer director for each of the purposes.
- 4. If necessary, coaching.

(See the sample Charter on the following pages)



Ministry Team Charter

2021

1. Ministry Team Name: _____

2. Statement of purpose:

Our ministry best represents which of PH's purposes?

- | | |
|---|---|
| <input type="checkbox"/> Establish in Community | <input type="checkbox"/> Extend God's Kingdom |
| <input type="checkbox"/> Encourage in Maturity | <input type="checkbox"/> Exalt God in Worship |
| <input type="checkbox"/> Equip for Ministry | <input type="checkbox"/> Support |

3. Goals and Objectives to fulfill our purpose:

Goals

Objectives

5. Leadership Structure (see attached sheet for qualifications for ministry):

Ministry Team Leader(s) _____

Ministry Team Members _____

How are Members selected to serve on this ministry team?

6. Funding/Budget

Account Number	Account Name	Dollar Amount
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_____	_____	_____
_____	_____	_____
_____	_____	_____

7. Elder/Staff Contact:

Name _____

Signature _____

Note: This Charter and thus this Ministry Team shall terminate fifteen (15) months from the date of Elder Board Approval

Elder Board Approval: _____

Date: _____