

Ministry and the Telopea Church of Christ

Biblical Mandate for Ministry:

Romans 8:28 says “*And we know that in all things God works for the good of those who love him, who have been called according to his purpose*”. It is for his purposes that we are called into ministry by our Lord and when our calling is sure, we love him with all that we are, ministering according to his purposes, then he works for the ‘good’ of his ministry and those engaged in it.

In Ephesians 4:11-13 the Bible lists the primary gifts necessary for the functioning of the church. Verse 12 states the purpose of our calling to ministry as “to prepare God’s people for works of service, so that the Body of Christ may be built up”. Ministry leaders have a special role as determined by our Lord’

Principles for Ministry:

Passionate Spirituality – Ministering with passion for God & His Purposes.

Prayerful Devotion to God’s Purpose – Ministries must regularly utilise prayer and study of God’s intentions to ensure it continues within our Lord’s purposes.

Loving, Caring Relationships – Developing and growing relationships between the ministry team members and with those to whom they are ministering. Also nurturing relationships with other ministries and people within our church. Ministries are to develop an environment in which the love of Christ and the compassion and care of others is a primary driver for undertaking a Christ centred ministry of compassion and grace.

Culture-sensitive Ministry – Using Biblical principles, in teaching, equipping and ministering to people with consideration of their (1) ethnic and cultural background, (2) understanding and level of faith, (3) age, (4) family circumstances

Relational Discipleship Development – Ministries need to teach and equip those empowered to minister in addition to raising up others to ensure ministry sustainability.

Equipping Ministry – Those being ministered to must experience life transforming change of circumstances and be led to give thanks to God.

Empowering Servant Leadership – Leaders are to lead by example, using Jesus’ servant leadership as their example. Leaders must demonstrate competence, calling, passion, qualification, availability, and remain under the leading of the Holy Spirit.

Leadership Development – Ministry leadership resourcing by training and equipping current leaders, regular reviewing ministry performance, training and equipping future leaders, ensuring assistant leaders are prepared and able to assume responsibility if called upon, preparing assistant leaders for future ministry leadership.

Purposeful Vision – A ministry must be able to demonstrate compelling vision and be able to clearly state its purpose and Biblical mandate.

Good Communications – Clear and concise communications by leaders to the ministry participants, those being ministered to and to the wider church. Such communications are to be open, honest and fully accountable to the leaders of the church. Transparency of ministry principles is essential for all in our community of fellowship to observe.

Community Outreach – Ministry must have an outward orientation, a Christ centred focus and be able to demonstrate how those external to the ministry are empowered. Ministry must be missional whilst also empowering those in our fellowship.

Contemporary Relevance – The purpose of ministry needs to demonstrate relevance of the ministry to those it seeks to minister to in the context and period in which it is ministering

Authority to Minister – The Leadership of the church must agree to the establishment of any ministry. Ministry leaders accept direction from the leadership of the church via the Senior Pastor in relation to the conduct of the ministry and anyone involved.

Use of Church Property and Facilities:

Church property is for the use of the church and all its ministries. The church facilities are also used from time to time, by agreement, with external ministry organisations. Rental and use of church facilities for such purposes is covered by a separate document. Ministries of the Church use the church facilities in accordance with the following requirements:

Availability:

The use of any location or equipment owned by the church is subject to the agreement of the Elders and the Administration of the church. Ministries must respect the needs of all other ministries in conducting any activities. The Telopea Family Resources, consisting also of Telopea Family Services and other activities, share the facilities and property. As such the Telopea Family Resources is to be given similar priority in using church facilities as other activities of the church.

Bookings for space or rooms including their facilities are to be made in advance, through the Church Administrator and recorded in the 'Church Diary', with specific dates and times. The 'Church Ministry Event Form' is available from the Administrator to record general information for normal ministry activities in addition to short term events.

Conduct of Ministry Staff and Participants:

It is the ministry leader's responsibility to oversee the activities and the behaviour of all people involved in the ministry whilst on church property in terms of the safety of participants, and the protection and proper use of church facilities in a safe manner. A safe manner indicates conforming to Occupational Health and Safety standards. It also includes ensuring all people assisting in the ministry undertake a 'Working with Children' check if the ministry has contact with children (The Church Administrator can provide forms to undertake a 'Working with Children' check).

In the case of events held outside church premises, The Ministry Leader is responsible for all activities and behaviour of all participants such that the reputation of the Church of Christ Telopea is always maintained to a high level. We should remember the words of Philippians 1:27 – *"Whatever happens, conduct yourselves in a manner worthy of the gospel of Christ"*

All inappropriate behaviour by any participant or by any other person not associated with the ministry but which causes any problems for the church or its ministries, is to be reported to the Senior Pastor or Church leaders. If such behaviour raises concerns about safety for any person involved in a ministry or any person on church property or using church facilities, then an immediate report is to be made to the relevant authorities (police, fire etc) and the Senior Pastor is to be notified as soon as practical after the event.

Use of Church Facilities:

Smoking on church property is not permitted nor is the use of any alcoholic or illegal substance. The space used by any ministry must be left in a clean and tidy manner according to its condition before use. If at any time the room or facility has been left in an untidy or unclean manner by previous users, this is to be reported to the Administrator. Chairs, tables and other mobile facilities are to be returned to the location where they are stored and stacked in a tidy fashion. No food or drink is to be consumed near to or whilst operating any technical facility or equipment of the church. Any damage sustained to any church facility, any part of the church property or to any other non-church owned facility, is to be immediately reported to the leaders of the church including the Administrator. Floors and carpets are to be respected and any damage reported as soon as practical. Changing the agreed use of church premises or facilities must be first discussed with the church leadership. All rubbish is to be removed when leaving & placed in the bins at the front of the church on Shortland St.

Approved Use of Technology:

Technical equipment includes computers, projectors, sound system, musical instruments, microphones, telephone systems and the like, must only be used by approved persons. Such people are to be trained in proper use. Such facilities must not be removed from church premises without permission. Fixed equipment including the church auditorium computer, data projectors and sound desk with all ancillary equipment, are not to be altered or re-located. Photocopying must be approved by the Church Administrator & a code used.

Storage:

The church may agree to providing a suitable storage location for any equipment used by any ministry. This needs to be approved by the Church Administrator.

Security and Keys:

Any keys provided for the use of ministry leaders are to be provided only by the Church Administrator and must be signed for. The Ministry Leader is responsible for keeping the keys in a safe place at all times and must not allow any unauthorised person to use them or copy them. No copies of any key are to be made without the express permission of the Church Administrator. The keys are to be returned to the Church Administrator at the permanent conclusion of a ministry or upon the leaving of a ministry by the Ministry Leader. Keys no longer used are not to be given to any other person.

When using church premises, the Ministry Leader is responsible for ensuring the building is maintained in a secure state at all times. If the ministry activity is being held in a location where access to the building cannot be monitored, that access must be kept locked or a member of the ministry is to be assigned a temporary role of monitoring the access. Upon leaving the building the Ministry Leader is to ensure the security alarm system is activated, where the particular security zone no longer has anyone present in it. If others are using the building in a different location, the Ministry Leader is responsible to ensure the others are notified you are locking up and alarming your portion of the building. If the security alarm is accidentally set off, after turning the alarm off, the security company is to be immediately notified. Leaders responsible for security are to familiarise themselves with this procedure by discussing it with the Church Administrator. All doors and windows must be securely locked and checked before leaving the building. Internal lights, including in toilets, are to be turned off (external security lights will automatically be illuminated).

Financing Expenditure and Income:

All funds received must be forwarded to the Church Treasurer for management. Expenditures are to be made following prior approval of the Senior Pastor and tax invoice receipts must be provided for church administration records. Any approved petty cash floats are to be reconciled in the manner prescribed by the Church Treasurer.

General:

Parking of vehicles on church property must be undertaken with care and consideration of others. No double parking behind other vehicles or on grass areas is permitted.

Noise – Neighbours are important. Please respect their privacy and right to quietness.

Expectations for Ministry Leaders:

Ministry leaders and anyone serving a ministry are expected to present a Godly example to all who we minister to. Leaders are to be above reproach, to be prayerful and spend regular time in devotion to our Lord. It goes without further explanation that a ministry leader must have a dependant relationship with Jesus and have an attitude consistent with that of a leader of the ministry to which they have been called. Ministry Leaders of our church are expected to regularly attend worship services, be members of a home group and serve the church in other ways where this is practical to do so. Leaders are normally chosen and affirmed as ministry leaders according to the following criteria – in the order they are presented:

A person who is : (1) called by God, (2) has appropriate leadership abilities, (3) has appropriate gifting, (4) has appropriate qualifications for the particular ministry, (5) has passion for the particular ministry and those it endeavours to serve, (6) availability.

Leaders must use the Bible as their reference for undertaking their ministry and the conduct of their personal affairs. They need to seek the respect of others in the church.

EVALUATE YOUR MINISTRY

Deuteronomy 6:4-9; Hebrews 1:20-21

A Useful Resource to consider how your ministry is going

1. Where do you invest your time in this ministry? Why?
2. Where do people invest their time or money in this ministry? Why?
3. What are people within and outside this ministry saying about it?
4. What is it about this ministry that excites you? (What stirs your emotions?)
5. What attracts people such as yourself to this ministry? (Why are you here?)
6. When people brag about this ministry, what specifically do they brag about?
7. What do you and others admire most about this ministry? What do you admire least?
8. If you are a leader, why are you in a leadership position? What would cause you to resign?
9. As a member of this ministry, what would cause you or others to leave?
10. Name some changes that would make this a better ministry. What would you not change?
11. If God would grant you one wish for this ministry, what would it be?
12. What is most important to this ministry (its bottom line)?
13. What are this ministry's core values?
14. What are your ministry core values? Do they agree or disagree with the ministry's core values?

For Discussion:

1. What generalizations can we make about our ministry's core values? Are they in sync with what is assumed by everyone on the leadership team?
2. What value do we need to change? How should the group go about doing that?
3. To discover God's will for our ministry, corporately pray the prayer in Hebrews 13:20–21.

Adapted from: — AUBREY MALPHURS.

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