



is an urban-based, global ministry dedicated to individual growth and social transformation through living in the message & carrying out the mission of Jesus Christ

2016 Ministry Council Overview

“Provide a mechanism through which the work of ministry at Ebenezer is planned and implemented in ways that are intentional, strategic, collaborative, and regularly evaluated with an aim toward excellence.”

Ministry Council Purpose and Goals:

The purpose of the Pastor’s Ministry Council is to provide leadership for engaging ministries in worship, evangelism, discipleship, mission and fellowship initiatives that align with the church Vision and Mission. The Ministry Council promotes opportunities and experiences for believers to actively participate in ministry work that ensures:

- Non-believers are drawn to Jesus Christ
- Believers grow in their faith in God
- Believers show an increased commitment to God

“Imagine if you will a church based ministry organization that successfully combines the love of Christ Jesus in all that we do, and the accountability of good governance and operations in all of our practices. Imagine the impact of effective discipleship on sustaining new and long-term members, and ministry services positively impacting the congregation and community.”

Responsibilities of Ministry Council:

Ensure that the ministry work is mission focused, relevant and supports the priorities of the church

1. Working with the other leadership functions, leads the visioning, strategic planning, and change management processes within the church ministry.
2. Serves as the primary administrative body and oversees the management and programming of the church ministry through prioritized, collaborative calendaring

3. Evaluates ministries of EBC for new ministry opportunities and enhancing the existing ministry and practices
4. Working with the ministry lay leaders, plans and carries out programs that fulfill the congregation's nurturing, outreaching, and witnessing ministries
5. Assists with ministry budgeting in the ensuring that the financial needs of the church are met and ministries secure the funds they need
6. Communicates and disseminate important information to ministry leadership
7. Attends ministry council meetings or sends an approved designee
8. Communicate ministry issues and concerns on the ground

Ministry Purpose Area Definitions (Expanded from Commission Report on Kingdom Building)

Individual Growth & Spiritual Formation

Spiritual formation is an intentional Christian practice or process of development of spiritual maturity through education, equipping and edifying that leads to Christ-likeness and increased relationship with God – where transformation of the individuals thinking, behaviors, and way of living **result in:**

- Believers grow in their faith in God
- Believers grow in knowledge of who they are in Christ, in purpose, and in calling
- Believers become disciples and followers of Jesus
- Believers show an increased focus and commitment to God
- Believers conform to the image of Christ for the sake of others
- Believers grow in relationship with each other and are prepared to lead other believers
- Believers grow in participation and engagement in corporate worship
- Building of the Kingdom

Social Transformation – Community Impact

Social transformation for community impact involves believers, carrying out the gospel message of Jesus Christ, participating and engaged in the activities and programs within the community that are intended to bring about change in people's hearts through "prophetic imagination" - liberating, Christ-like approaches to meeting human needs and achieving peace among the community and in the world. Ultimately, by the saving power of the gospel and transforming power of the Holy Spirit, **resulting in:**

- Giving of ourselves for the receiving and benefit of others
- Salvation of souls
- Solutions to human issues, problems, injustice, prejudice, suffering
- Rise in collective consciousness of our individual responsibility and role in church, community and society
- Increase in our relationship and partnerships with other organizations in the community
- Spiritual transformation of our community
- Building of the Kingdom

Evangelism & Witness

Evangelism & Witness is proclamation, communication the message of good news, gospel of the Kingdom salvation, spreading or preaching of Christian teachings by public preaching or personal witness and testimony of the power of God - for the purpose of winning souls or revival of personal commitments to Christ **resulting in:**

- Non-believers are drawn to Jesus Christ
- Non-believers accept Jesus Christ as Lord and Savior and become responsible members of His church.
- Every member of the body of Christ is called to be an active witness

- Believers within the body are participating and engaging in corporate worship
- Building of the Kingdom

Numerical Growth

Numerical growth is the increase in membership within the body, retaining new members, increase in the number/percentage of members participating in ministry, education and training, or important initiatives of the church – **resulting in:**

- Increased participation in all levels of church and ministry
- Building of the Kingdom

Organizational Change Priorities (From the Commission Reports)

Centralized Ministry Structure: Comments shared through this process support the need for change within the church administrative process to establish a ministerial operational structure. Best practice external reviews highlighted that successful ministries operated within a context of well-organized centralized ministry systems that is consist with and would share the Senior Pastor’s goals, vision, concerns, and message. The benefits of a centralized ministry organization is the ability to ensure that the ministry work is mission focused, relevant, and supports the priorities of the church. Results from focus groups and internal assessment discussions reveal that, currently, EBC ministries operate independently and without direct accountability for the outcomes of programs and services. This independence has resulted in fragmentation, multiple silos which are often in competition for space, volunteers and resources while performing similar ministry activities. Comments throughout the process have ranged from a structure to ensure administrative support and ministerial accountability to ensuring that there is consideration for eliminating duplicate ministries and efforts. A centralized structure affords church leadership the opportunity to support and nurture stronger functioning ministry teams, improve the connectedness of ministries, therefore improving communication and collaboration. A best practice example is a church that holds monthly ministry leaders meetings, which require that ministries submit program request and reports of accomplishments based on the alignment with church mission and priorities. This organizational process can be enhanced through using methods such as communications technology, social media, and other engagement strategies.

Focus on Kingdom Building: Ministries are held accountable for their impact and outcomes through focusing on the impact of the ministry in a multifaceted process. Each ministry should be capable of sustaining members, attracting members and supporting new Christians, implementing programs and services, and engaging in prayer and discipleship. Ministries are important for both recruitment and retention of members. Each ministry should actively support the concept that recruitment of new members to actively participate in their ministry is the ideal goal. Each ministry should be involved in the overall church evangelism efforts to win souls to Christ and engage new Christians in ministry to support their transition into the church family. Each ministry should be aware of their important role in Kingdom Building

Catalytic Leadership: It is necessary to develop leaders who are catalysts for change and who use entrepreneurial thinking to chart a new course. EBC must urgently develop a leadership and discipleship process to ensure that current and future ministry leaders are leadership ready and can support the advancement of the church’s mission. Leadership development and succession planning begins with a process for leadership assessment, ongoing involvement in bible study and discipleship courses and engagement with other church leadership to ensure that there are transparency and accountability. Creating an environment that supports catalytic leaders requires that each leader have a spiritual growth and development plan.

Ministry Sustainability: Bridging the generational gap between baby boomers and the millennium generation is critical to the continued growth and sustainability of church ministries. Another effective best practice is to match senior ministry leaders with younger leaders in development as partners and mentors. Institute a leadership development timeline which begins with the identification of new leaders, their assessment and development, mentoring and support and finally transitioning into a

leadership position. Each leadership position should have a term limit applied and the succession planning of new leaders helps support the viability of the term limits.

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Ministry Council – Core Values & Ground Rules for Kingdom Assemblies

John 14:16 Jesus said to him, “I am the way, and the truth, and the life. No one comes to the Father except through me.

Colossians 1:18 And he is the head of the body, the church. He is the beginning, the firstborn from the dead, that in everything he might be preeminent.

Ephesians 4:11-13 So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, **12** to equip his people for works of service, so that the body of Christ may be built up **13** until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.

1 Corinthians 14:40 But all things must be done properly and in an orderly manner.

2 Timothy 3:16 All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness,

1 Corinthians 14:33 For God is not *the author* of confusion but of peace, as in all the churches of the saints.

Acts 6:4 But we will devote ourselves to prayer and to the ministry of the word.

Romans 12:3 For by the grace given me I say to every one of you: Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment, in accordance with the faith God has distributed to each of you.

Philippians 2:1-4 Therefore if you have any encouragement from being united with Christ, if any comfort from his love, if any common sharing in the Spirit, if any tenderness and compassion, **2** then make my joy complete by being like-minded, having the same love, being one in spirit and of one mind. **3** Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, **4** not looking to your own interests but each of you to the interests of the others.

Colossians 2:8 See to it that no one takes you captive through philosophy and empty deception, according to the tradition of men, according to the elementary principles of the world, rather than according to Christ.

Romans 12:2 Do not conform to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God’s will is—his good, pleasing and perfect will.

2 Corinthians 3:18 And we all, who with unveiled faces contemplate the Lord's glory, are being transformed into his image with ever-increasing glory, which comes from the Lord, who is the Spirit.

Matthew 28:1 Don't speak about the past; or of problem; talk of the future or of solutions.

Hebrews 10: 24 And let us consider how we may spur one another on toward love and good deeds.

1 Corinthians 14:29 Two or three prophets should speak, and the others should weigh carefully what is said.

1 Thessalonians 5:19-21 Do not put out the Spirit's fire; do not treat prophecies with contempt. Test everything. Hold on to the good.

1 Corinthians 14:30-34 And if a revelation comes to someone who is sitting down, the first speaker should stop. **31** For you can all prophesy in turn so that everyone may be instructed and encouraged. **32** The spirits of prophets are subject to the control of prophets. **33** For God is not a God of disorder but of peace—as in all the congregations of the Lord's people.

Ephesians 4:29 Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen.

Romans 8:8 Therefore, there is now no condemnation for those who are in Christ Jesus,

Philippians 4:11-12 Not that I speak in respect of want: for I have learned, in whatsoever state I am, therewith to be content. **12** I know both how to be abased, and I know how to abound: everywhere and in all things I am instructed both to be full and to be hungry, both to abound and to suffer need.

2 Corinthians 9:8 And, God is able to make all grace abound toward you, that ye, always having all sufficiency in all things, may abound in every good work.

2 Corinthians 12:9 "My grace is sufficient for you, for my power is made perfect in weakness." Therefore I will boast all the more gladly about my weaknesses, so that Christ's power may rest on me.

1 Corinthians 1:10 I appeal to you, brothers and sisters, in the name of our Lord Jesus Christ, that all of you agree with one another in what you say and that there be no divisions among you, but that you be perfectly united in mind and thought.

Matthew 5:19 Again, truly I tell you that if two of you on earth agree about anything they ask for, it will be done for them by my Father in heaven. **20** For where two or three gather in my name, there am I with them.

Colossians 2:2-3 My goal is that they may be encouraged in heart and united in love, so that they may have the full riches of complete understanding, in order that they may know the mystery of God, namely, Christ, **3** in whom are hidden all the treasures of wisdom and knowledge.

Ephesians 3:20 Now to Him who is able to do far more abundantly beyond all that we ask or think, according to the power that works within us,

John 13:34 "A new command I give you: Love one another. As I have loved you, so you must love one another. By this all men will know that you are my disciples, if you love one another."

John 12:32 And I, when I am lifted up from the earth, will draw all people to myself."

Matthew 28:19 Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, **20** teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age.