A

LEADER’S GUIDE

TO DISCOVERING THE VISION, MISSION, AND STRATEGIES AT WBC

PRESENTED TO THE

Strategic Leadership Team

Dedicated to the beauty, the saint, the mom, my bride,

Rachel



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# What is the Church?

 How can we begin to define the Church? It is the single largest organization to have ever existed. At this moment in time, nearly 2/3 of the world claim to be a part of the Church in some facet. The Church at large is made up of many different denominations, including two overarching structures known as the Evangelicals and Catholics. Even today we are seeing more profess to be a part of the Church, including Mormons and Jehovah Witness adherents. Over time, many different groups have declared that they are the true “Church.” These groups often exclude anyone who has a different way of believing in God. So what is the Church? The Church is simply the people of God. The word translated as “Church” in the New Testament is *ekklesia*, meaning assembly or gathering. Some might say it means “called out from.” This is not a proper definition, although the word is made up of two Greek words: *ek* and *kaleo* which mean “from” and “called out” respectively. Yet, the Hebrew word that is translated into *ekklesia* is *qahal*, meaning “assembly.” The Church is the gathering of God’s people first and foremost. But, the Church is not the Church only when it is gathered.

The Church carries its identity even when it is dispersed.

The people of God don’t cease being the people of God simply because they have gone out into their community. The Church then, should be considered first and foremost the people of God. Second, when they are gathered together in the form of an assembly they can collectively be called the Church. So, “a” Church is a way of saying that there is a gathered group of God’s people meeting in a particular location.

The building is not the Church, but the people aren’t either, unless the Spirit of God lives in them. That is the Church.

 This group of people must be defined by their identity as God’s people. But, you cannot be identified as God’s people without first knowing God. There are primary beliefs that the Church is organized under which outline who is their God. For instance, our God is Father, Son, and Holy Spirit. The god of the Mormons is not Father, Son, and Holy Spirit; therefore, we do not worship the same God. Our God came in the flesh as the final sacrifice for the atonement of our sins, therefore we do not worship the god of the Muslims who sent a prophet named Isa (Jesus), who was merely a man and not God who did not die for the sins of humanity. The Church is also subject to the truth of God’s word, which is inerrant, infallible, and sufficient.[[1]](#footnote-2) Everything that the Church is and does should flow from the word of God. We are not subject to man first, we are subject to God and the word by which God leads His people is contained within the Bible. Therefore, we must know the word in order to know how to live as God’s people. This allows us to be a “God-Centered Church.”

 Identity is not the same as function. The Church’s identity is wrapped up in God’s view of the believers as His gathered people. But, the function, characteristics, and actions of the Church flow from her identity as God’s people. As God’s people, the church functions as God’s preacher to the world. We are a light on the hill. We are the blessing to the world, from Genesis. We are to love the unloved. The function of the Church is to draw the world to God. This brings Him glory. As Piper once said, “Missions exists because worship doesn’t.” We are drawing people to worship God. The characteristics of the Church flow from our identity too! We are disciples of Christ. We imitate Him in all things. Jesus told His disciples that the world would know them by their love for one another. Love God, love people. The whole law can be summed up in Love God, Love People. Over 500 laws, summarized by, Love God, Love People. Did I mention we should love God, and love people? How then are we characterized… by love. Finally, we have set apart actions that we do as the Church. It flows from God’s prescribed ways that the Church will gather. We pray, we preach, we sing to God and one another, and we do the sacraments. Why? Because that’s how the Church lives as the Church. Why do football players work out? Because they need muscles. Why does the Church do the Lord’s Supper? Because we must constantly remind ourselves of the sacrifice of Christ for us that we might sacrifice our lives for Him and others.

Summary:

1. The Church is the dispersed people of God
2. The Church is the gathered people of God
3. The people of God are defined by the Spirit of God
4. The people of God represent God’s love to the world through ministry

## Vision. Mission. Strategy. Culture. Values. Belief.

 Trains have become my preferred method of travel for education and speaking engagements. The train allows for time to work while riding through reading, writing, and catching up on emails. But, I really like the observation car. It is a car devoted to comfortable seating while admiring the countryside, big cities, the ocean, and other beautiful views around the country. Take a journey with me. Let’s say we are going to Lake Louise, Canada. If you have never seen pictures of Lake Louise, check it out online. The Hotel on Lake Louise includes a Ski Resort behind it and a swimming or fishing hole in front of it. The mountains surrounding the hotel form a bowl around the lake which forms a deep, blue, clean mountain water miracle. This place is where dreams are made. I can just imagine riding a kayak around the lake while swimming and fishing on one day, and then jumping on a lift to go snowboarding the next day. The cool water would be great in a filtered water bottle. The hotel’s view includes wild animals like eagles, bear, and elk. As you walk through the trails around the hotel, you find brown trout schooling as the fall air envelops your body with the smell of evergreens and sage from wild yarrow flowers. Take a journey with me to Lake Louise. Imagine walking up to a brand-new, futuristic looking train with speeds upwards of 200mph that runs off electricity. These massive engines are crafted meticulously over the course of many years through blueprints, models, prototypes, and tests. If you wanted to purchase one, it would cost you 300 million dollars. They have engines, brakes, trucks, wheels, axles, couplers, HVAC, train control stations, and much more to ensure the safety of passengers from their origin to their destination. Trains are fascinating beasts, and it takes a lot to get them moving.

 So, we get on the train and the Conductor comes over the speaker to tell us that we will be traveling the Northeast Corridor until we enter Canada. Upon our arrival in Canada, we must jump aboard the VIA Canada Rail to arrive near our final destination, ultimately, we must rent a car to get to the hotel. During the ride, you can go from car to car exploring your favorite place to sit. You could go to the observation car, the diner car, the snack car, or to sit in your seat; some of you might even purchase a room on the train so you can sleep!

 This is the way we move forward as a Church. First, we paint the *vision* of where we are headed. Lake Louise is the vision. We must dream the possibilities and share the wonderful destination through your stirring imagination. Second, we define how we are going to get to the destination, this is the *mission*. Train, car, some walking, that’s what it takes to get to Lake Louise. What does it take for our Church to get to the *vision*? This is our mission. But, you can’t get to the vision, and the mission won’t begin without a train that moves. The train takes many moving parts operating properly. This is the *strategy* of the Church. The different strategies of each ministry must work together to accomplish the overall *mission.* Next, we must understand why the train is the preferred method. The train is one strategy for accomplishing the mission of reaching Lake Louise. Other strategies exist, why choose a train? Why not a plane? These reasons are our *values.* Now take a step back from *values*. I value scenery, so I like trains. I  *value* time to work on the computer, that’s why I like trains. I *value* the ability to ride not drive, that’s why I like trains. I also *value* the destination, so I am willing to hop on the train. But, why do I *value* these things? We don’t need new strategies if we can just *stay where we are in this moment.* *Beliefs* always determine *values*. If you believe that making disciples is important, then you will *value* baptisms. If you *value* baptisms then you will look for *strategies* that reach people for Jesus who follow up by getting baptized. You must believe in something to value something. I value a chair because it supports me. I believe that a chair will support me. If I don’t believe a chair will support me, then I no longer value the chair, and I don’t need it. The base of a church is the belief of the Church. If the Church doesn’t believe the same, the Church will never agree with the same mission, vision, and strategies.

 If you don’t believe in the mission, you won’t jump aboard the train.

Along the train ride, you will learn much about the culture of a train. Some will sit, some will take an adventure through the cars, and some might sleep in a room. The *culture* of the Church is defined by the way people act on the train. You have sleepers, you have people along for the ride, and you have people sitting back in speculation. Some people want to spend their time eating, some working, and even some pondering the beauty of God’s creation. Create culture by taking people on an adventure while on the train. Culture is the most contagious part of the trip.[[2]](#footnote-3) If you don’t like the train ride, you won’t ever make it to the *vision*. You will hop off, because the vision isn’t worth the train ride.

## a god-centered church

 The Church is first a group of people who all profess that are indwelled by the Holy Spirit proclaiming that Jesus is God. Therefore, the Church must be organized under the Lordship of Jesus our Christ and it is from His Word that the Church functions. The Word of the Lord is clear in function and structure, though it is a progressive revelation of structure and function through the New Testament. If we are going to be a God-centered Church, *then God’s glory must be the aim, God’s Word must be the rule, and God’s presence must be the power.*

 The mission is everything to the Church. If the aim of the Church is God’s glory, then the mission must be to do whatever it takes in the context of our world to bring about God’s glory. If the rule of the Church is God’s Word, then the mission must be accomplished by whatever it takes within the parameters of ecclesiology derived from God’s Word. If the power of the Church is consequent from the presence of God, then the mission must only entail what God is resourcing, gifting, and empowering us to accomplish through His presence.

 The whole of everything we do as a Church flows from our identity and function. What we do must match who we are and what we are called to do by God. This reality leads us to see Jesus at the center of everything. We are working to become a Church with Jesus at the center.

 Let’s go back to the beginning. The aim of our lives is to bring God glory and enjoy His goodness. Therefore, part of our *mission* is to bring God glory. Apart from the gospel, no person can bring God glory, that is why the mission must be gospel-centered. Without the gospel, the mission is merely religious acts; with the gospel the mission is a world changing, life altering movement that raises the dead to life, breaks the bondage of sin, and ultimately brings glory to God. So, how do we create a gospel-centered mission? First, lets paint the vision, and then talk about the mission.

## an eternal perspective vision

 The great proverb tells us: without vision the people perish. People are excited by vision. If you want to take a vacation, don’t just say Lake Louise, tell them of the immense beauty and relaxation. People thrive off vision. Making disciples may be the mission, but heaven eternal is the vision. We make disciples because a day is coming when every disciple of Jesus will bring God glory while enjoying His goodness forever. Our vision is set on eternity. Our vision encompasses the disciples prayer, “thy Kingdom come.” Our vision is for the day when Heaven comes to earth. Jesus paints the picture of eternity with judgment that leads to either forgiveness or condemnation. Our vision for the Church must stay in alignment with Jesus vision. Our people must foresee a time when all of those who are part of WBC will join together as the bride of Christ for eternity. The vision makes the mission worth it. Ask a soldier why he fights? Not for the mission. Not for the specific tactic. They fight for family, for their country. We fight for our Kingdom, the Kingdom of God.

 What is vision at its most basic form? It is an exciting picture of the Church’s future with an eternal perspective that is clearly communicated. The vision could be a painting, video, poem, song, etc. The vision is derived from beliefs, values, and culture. It is contextualized to the culture. It clearly reveals the values of the Church. It does not contradict the beliefs of the church. The vision also must differ from the mission. As Malphurs says, “The mission involves the activity of doing or accomplishing the organization's future, whereas the vision involves seeing in one's head that future.”

Example: we believe that God called us to love the “least of these.” We value orphans and orphanages. Our city has orphanages, and so does Macaty. Our vision is that every orphan in Carrol County and Macaty Haiti will know the love of Christ in thought and action.

Action Step:

1. Think of your favorite place in the world
2. Think about the weather there, the smell, the people (if any), the language, the colors, the type of ground, the sky, the architecture…
3. Think about your absolute favorite thing to do when/if you are at your favorite place in the world
4. Okay, now I want you to close your eyes and go through each of those concepts: the weather there, the smell, the people (if any), the language, the colors, the type of ground, the sky, the architecture…

You just had a dream of something you really like. The difference between a dream and a vision, in this model, is that a vision has a plan to actually see it happen. That’s how you get people excited about vision, let them dream like crazy, and then show them how you will get there!! Let’s go team.

The vision, which needs to be contextualized:

-----begin vision statement----

We envision:

* a church for the oppressed: we will adopt 5 orphans in 5 years, help WRM become a safe haven for abused wives, create a pantry solely for widows, and create a foreigner development program
* a church of disciples: we will be a healthy church with biblical pastors, ministers, deacons, and a congregation all held under the authority of the Word
* a church that disciples: we will develop 300 disciples through our discipleship journey in 5 years (through discoverWBC, NEXT, a small group (SS/LG), and serving in some capacity)
* a church that reaches into the city and world: we will replant 3 churches in Maryland and plant 2 churches in Haiti

----end vision statement----

## a gospel-centered mission

Our mission is to bring God glory while enjoying His goodness.

 What is the mission of the Church? Remember, the mission is *how* the train is going to get to the destination. How do we as a Church bring God glory? The vision will be painted with God’s glory and God’s good life spread out so majestically over His people. This vision is accomplished by the mission. The mission accomplishes the vision. Accomplishing the vision requires a solid mission.

A picture of the future without a mission is a dream. A picture of the future with a mission is a vision.

Let us be a Church with a vision supported by a great mission.

The mission and vision are connected by the gospel. Only the gospel leads to eternity. Only the mission should lead to the vision, if not, its not a gospel-centered vision.

 “Church growth experts indicate that a church can experience growth in one of three ways: biological, transfer, or conversion growth. Biological growth occurs when churched people have children who grow up in the church, eventually accept Christ, and continue as church members. Transfer growth takes place when people leave one church and move to another. This method of growth may or may not be beneficial depending on people’s reasons for leaving their former churches. A Great Commission church grows no because it emphasizes biological or transfer growth but because of its emphasis on conversion growth. A church that does not reach the unconverted has lost its way.”[[3]](#footnote-4)

 Mission gets me excited. Think about it. Remember when you were a teenager? Do you remember having those big goals? Like creating a fort, or treehouse? Do you remember building with Lincoln logs or legos? I was a kid on a mission. I wanted to build anything and everything. I remember spending an entire summer building a two-story Bamboo house complete with a porch and roof, tables with chairs, cups, utensils, and a bed. All of this was made with bamboo. I enlisted about 10 friends to make this bamboo house. Seriously, I think you could have raised a family in the house. People thrive off of a mission. The Church will thrive when it has a good mission. We can help our people to understand the mission by showing them the objectives of our strategies. For instance, we are a Church that will have Sunday School, Life Groups, and Specialty Groups. Why do we have those *strategies*? Because they will bring about great fellowship. This is part of our mission. How will we bring God glory... by meeting together as His people for accountability and biblical training. If the mission is: how? Then the answer is, “through fellowship.” Of course, this is one aspect of the mission. But, as we discern the mission of Westminster Baptist Church, we need to ask *how* we accomplish the manifestation of the *vision*.

Example: we must bring god glory. Apart from Christ, we cannot bring God glory. Therefore, every person should be in Christ. Our mission is to… we preach the word of God for the salvation of man.

So, what does a gospel-centered mission look like for the Church? Every “how” must be part of the gospel “how.” The mission cannot stray from the gospel and its methods for creating a Church.

Strategies are specific to the culture, mission is not.

 Mission is derived directly from the gospel. So, what must be done to accomplish the *mission*? These are your *strategies.*

## a people driven strategy

Our mission is to bring God glory while enjoying His goodness. Our strategies are how we do it…

GATHER with love

GROW in faith

GO for hope

 This is where you really come in to help the most in this process. God has given me the responsibility of protecting the God-centered Church, people-driven vision, and gospel-centered mission. No one else in the Church is responsible for the health of the Church like the pastors.[[4]](#footnote-5) There will be a day when God will hold me accountable to how those whom I shepherd lived their life. This is an immense amount of responsibility that pastors are called to in the Church. This is why the primary responsibilities of the pastor are to pray, preach, and shepherd. The Church is formed by the word of God, and the Church remains by the Spirit of God. I must preach the word of God and pray for the Spirit of God to move in the Church. But, what is your role in this all? You are the Strategic Leadership Team. You will help to create strategies that will accomplish the mission of God for WBC. I need your help. We are made up by a unique group of people from many different ages and backgrounds. Please bring your unique ideas and background to the team. Do not think your ideas are crazy. Every idea is on the board. EVERY IDEA.

Think about strategies that are sending people not solely attracting people.

 *Strategies* are those different “ministries,” “initiatives,” “committees,” “teams,” and “events” within the Church. Each strategy utilizes resources. These resources include: pastoral oversight, finances, volunteers, building space, promotional space, and missional equity. Missional equity is the amount of space that a strategy holds within the mission of the Church. For instance, if our mission includes fellowship, and October Festival is a strategy then it will hold a certain amount of equity in the mission. You can determine this by how much hope you put in that strategy accomplishing the mission. If a strategy holds little equity but requires much resources, then it should be eliminated. *Strategies* will accomplish or not accomplish the mission. Let us create great *strategies* that are in line with the mission of the Church, not merely what we have done in the past.

Examples of strategies:

1. Student Ministry
2. Children Ministry
3. Sunday School
4. Life Groups
5. Cell Church
6. Replanting
7. 2 Services
8. Homeless Ministry
9. Golf Cart Ministry
10. Coffee Ministry
11. Overseas Short Term Mission Trips
12. Local Mission Trips
13. AWANAs
14. RA and GA
15. Children’s Choir
16. Leadership Development
17. Night of Worship
18. Night of Teaching
19. School Partnerships
20. Parachurch Investment (FCA, Young Life)
21. Video Curriculum
22. Sunday Night Church
23. Wednesday Night Prayer Meetings
24. So many more…
25. Like no Children’s Ministry and kids in Church
26. Or, a Mens Ministry
27. Or, a Womens Ministry
28. You get the idea, there are many ideas.
29. But, what will fulfill the mission and vision? That’s our question. Not just what is good, what is best.

# Review

Vision: a picture of the future defined by the gospel reality of Heaven

* Critical aspects:
	+ We exist to bring God glory
	+ God has graciously given us life in Him
	+ We are called to make disciples individually and corporately
	+ The Church must be full of regenerate believers
	+ The Church functions with the gifting of all believers
	+ Bigger than us vision
* Contents
	+ Purpose
	+ Mission Statement
	+ Values
	+ Strategies
	+ Target Audience
	+ Target Location
* Our Test
	+ Does it have an eternal perspective?
	+ Is it clear?
	+ Is it exciting?
	+ Is it only accomplished by a movement of God?
	+ Can people see it (picture it)?
	+ Is it future focused?
	+ Does it motivate people to accomplish the mission?
* Our Responsibility
	+ Cast it vocally (to whom can we say it)
	+ Cast it in our lifestyle (how can we live it)

Mission: how to get the Church to the vision

* Critical aspects:
	+ Cannot stray from the gospel
	+ The mission is found in scripture
	+ The mission doesn’t change, strategies do (marry the mission not the methods)
	+ Clear and concise
* Content:
	+ Primary Methods of Seeing the Vision come to life

Strategy: what must be done to accomplish the mission

* Critical aspects:
	+ Incarnational strategies
	+ Strategies are resource suckers, there is a balance between resources spent and missional equity
	+ Strategies exist because people exist, people don’t exist because strategies exist (usually).
* Content
	+ Primary strategies of the mission statement (Ex: Small groups for Fellowship)

The following section is how we assess the Church. I have created for us a matrix based off a few different Church strategy groups (like The Malphurs Group, Unstuck Group, and Leavell).

# How to Create a Plan

## Strategy Matrix

So, this team is part of a larger plan of leadership that I want to let you behind the scenes on! Below you will find my plan of action for the first year at WBC. It’s not timed, but instead based on goals. I need your help in understanding these things, but don’t worry, I am asking other key leaders too.

------Begin excerpt from Pastoral Plan------

First Steps in the Pastoral Position at a New Church (must be measurable):

1. Develop a Strategic Leadership Team
2. Define Beliefs: what does this church believe, aside from the stated beliefs?
3. Evaluate Values: what values have come from those beliefs?
4. Determine the Culture: how do the people act towards each other, God, and the world?
5. Dream the Vision: have fun, identify primary issues in the city and people, look for what needs to be done not what has always been done.
6. Paint the Vision: package the vision in a clear and exciting portrayal.
7. Evaluate the Vision in light of the Beliefs
8. Refine the Values
9. Determine the Mission: how will we see the vision become reality?
10. Prepare Strategies: strategic team helps to develop a comprehensive strategy focused on the mission.
11. Determine the Wins: make the vision measurable.
12. Cast the Vision: give the church the vision along with the plan to make it happen.
	* Preach with Biblical Truth that Leads to Vision of the Church
		+ Sermon Series on The Purpose of the Church or the Ministry of Discipleship
		+ Create a Video with Staff concerning the Vision of the Church
		+ Handouts with the Vision provided to members
		+ Vision Bumper Stickers available for members
		+ Vision Phone Backgrounds available for members
		+ Online Vision with Document for Strategy to Accomplish Vision!

1st Steps for the Church

1. Create a Healthy Staff Culture
	1. Mini-Retreat with Families to Discuss Office Culture and Healthy Family Life
2. Leadership Summit
	1. Inspire Staff and Ministry Leaders
	2. Train Staff and Ministry Leader how to Assess the Ministry and Define Vision
3. Analyze the Health of Ministries with Pastors, determine what they need for help
	1. Meet weekly for 3 Weeks with individual staff, Attend one meeting of each ministry over one month before meetings.
4. Meet with Key Ministry Leaders to determine their vision for their ministry and what they need in order to have a successful ministry
	1. Meet twice with individual staff, Attend one meeting of each ministry over one month before meetings.
5. Meet with Financial Team to Determine the History and State of Finances
6. Meet with Deacons to understanding the Role and Definition of the Deacons in the Church
7. Meet with Pastors to understand the role and definition of the Pastors
8. Create a Creative Culture Team for entrenching and broadcasting the culture!

Evaluating EXISTING Church Structures

What’s Right? What’s Wrong? What’s Confusing? What’s Missing?

1. What’s Right?
2. What’s Wrong?
3. What’s Confusing?
4. What’s Missing?

Staffing Action Plan (Action/Notes/Timing/Who?)

* What needs to be enacted?
* What are some items to remember about this action?
* When is this going to be accomplished?
* Who is in charge of executing this action?
* What is the Strategy? How will it be grown in 5, 10, and 20 years?

Program or People Driven?

o   Are there programs to minister to people, or people to minister to people?

o   How are the leaders trained? For running a program or for making disciples? Should be a blend.

o   Are ministries looking for warm bodies or great leaders (or, potentially great)?

## What is the Member Experience like?

* Do members feel that they are able to grow deeper in their relationship with God?
* Do members feel that they are able to meet together with a group of people they love?
* Do members feel discipled?
* Do members feel equipped to make disciples?
* Do members feel engaged in sermons?
* Do members feel authenticity and transparency from the pastors?
* Do members feel valued?

## What is the Guest Experience like?

o   Do guests feel welcome when they enter the parking lot?

o   Do guests feel welcome when they walk into the building?

o   Do guests have clarity on when and where they/their family is supposed to be?

o   Do guests experience the Church gathered, feel valued not judged, and engaged by the sermon?

o   Do guests feel appreciated as they leave?

o  Do guests feel the love of Christ in this place?

o   Do guests have an opportunity to engage in their Next Step?

o   Do guests have an opportunity to meet the pastor?

Our Cultural Language:

1. Discipleship is a journey.
2. We develop and deploy leaders for the kingdom of God inside and outside the Church.
3. The Church ought to produce the most inspirational, love-causing, artistically brilliant forms of worship.
4. The Spirit moves, or nothing moves.
5. We gather with love, grow in faith, and go for hope.
6. Belief->Values->Culture->Deploy
7. Discipleship is transformational, not transactional.
8. We would rather have twelve disciples than a thousand rich young rulers.
9. A Church that makes disciples will grow spiritually and numerically.
10. The Spirit, through the Word, convicts the heart and compels the transformed person to go love God and people.

## Making godly decisions:

Decision-making adapted from *Dr. Charles Harvey*

**Acts 5:41-42** (2:42, 4:31): Continual Spiritual Preparation

The apostles were part of an active Christian community that was frequently noted for its spiritual commitment.

**Acts 6:1:** Clearly Define the Problem or Issue

Problem: widows, numerical growth, limited workers, possible ethnic/cultural issues

**Acts 6:2-4:** State the Desired Outcomes

Outcomes: see to physical needs of widows, continued growth, better management, and address the perceived ethnic/cultural concern

**Acts 6:1-2:** Gather Relevant Information and Materials

The apostles obviously were aware of the situation at hand based on their response

**Acts 6:2:** Collect alternative ideas; Explore and Debate the Best Alternatives

The apostles could have considered a wide variety of options:

Halt the growth, out of frustration quit the social ministry, changed the focus, or facilitated a Jewish/Gentile splinter.

**Acts 6:3:** Make the decision

Therefore: indicates the apostles reached an accord with one another based on the mission

1 Timothy 3:1-13; Titus 1:5-9: Formulate Policy and Procedure

The selection of the 7 to serve at the Hebraic widows tables is precedent-setting for the start of lay ministry within the church

**Acts 6:2-3:** Develop an Implementation Plan

The apostles explained their decision to the community and invited them to participate in the ministry. The decision was implemented by the congregation’s selection of 7 individuals to serve, according to predetermined criteria and approval/commission of the apostles.

**Acts 6:5-6:** Implement the Idea

The apostles commissioned the 7 men selected by the congregation and allowed them to perform their ministry.

Acts 21:8/Acts 6:7: Assess the Decision

The effect of the decision was positive feedback and continued numerical growth.

**Acts 15:1-35:** Assess the Whole Process

The decision of Acts 6 mimics a similar process used later by the early church when addressing yet another issue of mission and direction.

-----end excerpt from Pastoral Plan-----

## What is a Discipleship Journey?

 The Discipleship Journey is the process of an unbeliever being called unto Jesus, trained and growing in their walk, and then the new minister calling others unto Jesus. I am passionate about this journey because it is what Jesus did when He was on earth. If we follow Jesus in His ethics, we must too follow Him in ministry. Discipleship was not only His primary method of ministry, it was also His final commission to His disciples. So, we must ask ourselves, “what is our discipleship journey?”

 Discipleship begins and ends with evangelism. Every disciple is evangelized, and every disciple will preach the gospel. The cycle simply continues through evangelism. This is important because we don’t make disciples. Jesus makes a disciple. We are simply the means by which He has so graciously chosen to use. Imagine this, we get to be a part of developing someone for eternity.

 What are some necessities?

1. Hear the word of God
2. Repent and believe in the gospel of Jesus
3. Baptism
4. Gather with believers, continuing the sacraments
5. Grow in the Habits of Grace (spiritual disciplines)
6. Serving God inside and outside the Church
7. Preaching the word of God

There are different ideas as to how Churches make disciples. George Barna did an assessment of some different models in *Growing True Disciples*. He offers a best of model that can give us great insight. If you want a more detailed way (the nuts and bolts), Mike Breen has a great book called *Building a Discipling Culture*. A more practical model is outlined in Robby Gallaty’s book, *Rediscovering Discipleship.* Over the years, I have melded many models into one hybrid-model. Other important books: *The Disciple-Making Church* by Bill Hull; *Mentor* by Chuck Lawless; *Real-life Discipleship* by Jim Putman; and, *Transforming Discipleship* by Greg Ogden.

Here is my hybrid-model that must be refined and contextualized into strategies sufficient for WBC:

----- excerpt “Discipleship Training”-----

* A desired culture of making disciples who make disciples promotes strategies which further discipleship efforts, the following are a few potential strategies for a Large Church:[[5]](#footnote-6)
	+ Small Groups
		- Life Groups
			* Gallaty’s MARCS
				+ Missional
				+ Accountable
				+ Reproducible
				+ Communal
				+ Scriptural
		- Specialty Groups
			* Addiction
			* Marriage
			* Financial
		- Sunday School (Church Courses)
			* New Believers Courses
			* New Members Courses
				+ Theology Course
				+ Ministry Course
				+ Discipline Course
				+ Next Steps Course
			* Ongoing Bible Studies
	+ Processes for Spiritual Growth
		- Tracking Spiritual Life Inventories
		- Tracking Spiritual Gift Evaluations
		- Tracking Ministry Assessments
	+ Synchronized Teaching
		- The Church teaches the same content at different levels throughout the age groups.
		- Each ministry creates avenues for cross-ministry communication for the growth of the family.
		- Parents are encouraged to discuss what the Children and Students are learning, as they learn the same content.
	+ Small Groups
		- Types:
			* Seasons of Life
				+ Every Ministry:

Adults

College and Career

Singles

Married

Family Units

Senior Adults

Students

By grade and gender, further by school when large enough

Kids

By grade and gender

* + - * How to:
				+ Train Leaders

Great leaders develop great leaders.

This is the most important part. Develop your leaders. Then develop them more. And then some more. I meet weekly with every small group leader in my ministry, because it is the most important thing I do as a ministry leader.

* + - * + Set Goals

You won’t achieve what you don’t…

Goals are measurable! And, reproducible.

* + - * + Assess Growth through Spiritual Life Inventories
				+ Ministry opportunities and Quarterly Accountability
			* Purpose:
				+ Life groups exist to create a community of believers who are filled with grace and truth for the purpose of making disciples in the hopes of multiplying.
				+ Make Disciples

Committed to Christ

Obedient to His Word

Equipped to Multiply

* + - * Example Life Group:
				+ Fellowship (15 min)
				+ Prayer Requests (15 min)
				+ Bible Study connected to Sermon (15 min)
				+ Accountability Partner Connect (30 min)
	+ Mentorship:
		- Connecting Mentors to Mentees
			* Life on Life Mentorships designed to foster spiritual growth. These mentors will be specifically trained in certain areas of life to help with specific life challenges and needs for younger adults.
				+ Mentor Training Team

Bi-Annual Meetings

Personal Meetings with Discipleship Pastor

Equipping Mature Men

Bi-Annual Meeting

Training Seminars

Accountability Software

Personal Meetings with Discipleship Pastor

Equipping Mature Women

Bi-Annual Meeting

Training Seminars

Accountability Software

Personal Meetings with Discipleship Pastor

* + - Equipping Believers to Fulfill their Calling
			* The Next Step to Members Courses (like discover WBC and NEXT)
				+ Offer Certificates in Ministry and Theology to Adults

Example: Mclean’s Equip Ministry, Watermark’s Residency, Summit’s Residency, Gateway Church's Equip Ministry

Particular Emphasis: Missions Certificate/General Ministry Certificate

* + - * Ministry preparation for Young Pastors
				+ Ministry School devoted to training the Next Generation of Leaders
				+ Residency Program (conjunction w/Certificate Program
			* Ministry Connections
				+ Create Onramps and Connect to Ministry Opportunities

Serve Inside

Leadership Pipeline of WBC

Serve Outside

Haiti

Link with IMB/NAMB

* + - Mentees become Mentors
			* Ministry Assessments
			* Mentorship Selection Processes

#### A Proposed Discipleship Journey for The Church:

1. DiscoverWBC: who we are
	1. Next Step into Baptism, Membership, and NEXT
2. NEXT: who you are, where you are going on this journey
	1. Push into Small Group, or Mentorship
3. Small Groups(SS, LG, SG)/Mentorships: how to get there
	1. Push into specific expeditions for specific growth
	2. Push people to serve inside/outside
4. Westminster University/Expeditions: supplemental gear for the journey
	1. Push people to serve inside/outside
5. Go SERVE INSIDE/OUTSIDE: let’s go

Thoughts:

1. These are all “trackable.”
2. These are all existing efforts.
3. NEXT exists to kickstart a NEW BELIEVER and NEW MEMBER in their discipleship journey. It is not *meant* for mature disciples. That’s what Small Groups (SS, LG, SG)/Leadership Pipeline should be doing.
4. Our “Church Courses,” which we call Sunday School (maybe part of a bigger plan called Academy of Discipleship, Mathias Academy, Westminster Academy of Leadership and Discipleship), are more plausible for a large Church than a small Church. They will serve as a training ground for leaders. Equipping People to Live for Jesus!
5. One of the number one indicators of a disciple making Church is that they create their own content. Two Reasons: 1. it forces the Church to make content a priority; 2. the content is geared specifically to the Church
6. Making discipleship work at The Church is NOT about creating a new program, it is about creating a culture of mentoring within Small Groups, a culture of equipping in Sunday School, and a culture of sending in our missions areas. Culture eats Methods lunch.
7. The most important aspect of creating a culture of discipleship is developing disciple makers. This means you must start small. You must develop disciple makers in the Church to own this journey.
8. Leader’s should be fluent in this document. They should also be fluent in Habits of Grace by David Mathis, and Mentor by Chuck Lawless.

#### Culture creating strategies:

1. Equip the Small Group Leaders,
2. meet with pastors/ministers monthly to discuss how effective their discipleship efforts are currently,
3. create exciting moments for “salvations,” “gospel conversations,” first mission trip experiences, graduation from discoverWBC, etc.

#### A FUTURE INITIATIVE:

1. Therefore, I propose the introduction of the Academy of Discipleship, a sub-cohort of the Discipleship Journey and essentially a year-long Small Group built upon the Discipleship Emphasis.
2. Jesus surrounded himself with 3 disciples, 12 disciples, and 72 disciples. We are going to follow suit by creating a mentorship of 3, group of 12, and cohort of 72.
3. The 3 people will be like minded Christians found within your Church. The 12 will be 4 groups of three who meet occasionally for fellowship. The 72 will meet together for training and events across other churches.
4. Admission Requirements
	1. Completed NEXT and discoverWBC.
	2. Letter describing Salvation Experience
	3. Letter clarifying current Ministry Setting
	4. Spiritual Life Assessment
	5. Academy of Discipleship Application
	6. $200 Entrance Fee
	7. Memorize Psalm 34
5. Here are the requirements for the 72 Cohort:
	1. Initiation Weekend
		1. 3 day trip for the purpose of creating unity and excitement across the cohort.
	2. For the City Prayer Meetings
		1. Quarterly
	3. Night of Worship
		1. A small, intimate night of worship
	4. Night of Biblical Equipping
		1. Video if not attended, with 3 page response paper, one page summary and two pages of response, double spaced
		2. 2 nights, one in spring and one in fall
	5. Mentorship
		1. 1x3 Mentoring that meets at least twice per month
	6. Missions Opportunities (attend at least 5 locally, and one globally)
		1. Serve Day or Cohort projects
6. Offer a Timothy Track and Barnabas Track
	1. Distinctive:
		1. Barnabas
			1. The Barnabas Leadership track is designed for servants of ministries to be equipped to lead ministries in and outside the Church body.
				1. These participants will receive specific training from pastors and community leaders in utilizing their gifts for the Kingdom of God while serving in the Church, working in the community, and guiding in the home.

Benefits:

Learn from highly skilled pastors who have worked in the Church for more than 75 years combined.

Be equipped to be a better leader for your job, family, and the Kingdom of God.

Able to encounter highly influential and capable leaders from the community who are utilizing their influence for the Kingdom of God.

Earn the Certificate of Biblical Leadership backed by the Westminster Academy of Discipleship.

* + 1. Timothy
			1. The Timothy/Pastor track is designed for God-called pastors who are seeking to be trained in the local Church.
				1. These participants will receive specific training from pastors in fulfilling their God-called responsibility to shepherd a flock.

Benefits:

Learn from highly skilled pastors who have worked in the Church for more than 75 years combined.

Learn from seminary trained pastors.

Able to see the 'behind the scenes' work of pastors, while not experiencing the weight of making decisions.

Able to learn how to do ministry, make mistakes, and be trained in how to prevent those mistakes/recover from them.

Earn the Certificate of Pastoral Training backed by the Westminster Academy of Discipleship.

----- end excerpt-----

## What is a Leadership Pipeline?

 The Leadership Pipeline is a defined plan for moving leaders in the Church through leadership development until they reach where the mentor and mentee both feel that God has landed them in both leadership capacity and leadership calling. The Pipeline is about helping people develop as leaders. It has specific guidelines for moving from one level to the next. It ensures that leaders feel able to serve however God has called them. The Church ought to be developing the best leaders in the city. Why wouldn’t we? We have the power of the Spirit and the gifts of the Spirit to bless the city for God’s glory! We must be developing leaders.

 How is the leadership pipeline different than the discipleship journey? The Pipeline is about developing leaders, and the discipleship journey is about developing disciples. Disciples are leaders, but not all leaders are disciples. Discipleship focuses on spiritual development and leadership focuses on skills development. Discipleship should include leadership development. So, in essence the Discipleship Journey will crossover to the pipeline. Every person in the Church should journey all the way through the Discipleship Journey, but not every person should go through the entire pipeline, since the end of the pipeline is pastoring.

 What do we do now? The following is a step by step plan for how we can determine the best strategies for our Church. We will actually do this on our retreat. Here they are:

1. Envision the Vision Together
	1. Envisioning Prayer (Malphurs)
	2. Talk Crazy Stuff (dream big)
	3. Enjoy discussion about the vision
	4. Talk, envision, bring to artistic fruition (write, paint, construct the vision)
2. Adopt the Mission as our Own
	1. Refine the mission, reword it, paint it
	2. Commit as leadership in the Church by letter.
3. Define Discipleship Journey
	1. Unbeliever to Disciple Maker
4. Define Leadership Pipeline
	1. Volunteer to Pastor
5. Create Effective Strategies
	1. Old Strategies Discussion
		1. Rest, Revamp, Recover
	2. Brainstorm Strategies
		1. Strategies Presentations by Members
	3. Strategies under Mission Statements
		1. Chart the missional equity and resource devotion

# APPENDIX

## Spiritual Disciplines

 In His heart, the plans of this Church

In His hands, my life

To praise Him, all my heart

To serve Him, hands wide open

This is my joy

 Over the next few months we are going to give ourselves to the task of defining the way forward for our Church. This way is undefined until given by God. First, the Word of God is the primary way in which God dispenses His plan for the Church. We cannot shy from the Bible’s clear mandates on how the Church ought to function. Second, God dispenses His plan through communicating to His people in line with Scripture. God’s revelation to man will never contradict God’s Word. In line with these convictions, we will join together in searching out God’s plan for Westminster Baptist Church by getting in the Word and in constant communication with Father.

 Here is what we are asking of you in this season:

1. Week 1
	1. Read 1 Timothy
	2. Pray 10X
	3. Meditate: what does a God-centered Church look like?
	4. Live it out: write a letter to a Church member encouraging them.
	5. Memorize: Psalm 96:3
2. Week 2
	1. Read 2 Timothy
	2. Pray 10X
	3. Meditate: what does a gospel-centered mission look like?
	4. Live it out: share the gospel with one unknown person this week.
	5. Memorize: Matthew 29:18-20
3. Week 3
	1. Read Titus
	2. Pray 10X
	3. Meditate: what would an eternal-perspective vision look like?
	4. Live it out: write out a personal vision for your life.
	5. Memorize: 1 Peter 2:12
4. Week 4
	1. Read Ephesians
	2. Pray 10X
	3. Meditate: what does a people-driven strategy look like?
	4. Live it out: attend a ministry of WBC that you don’t normally attend and write down what you find.
	5. Memorize: Isaiah 1:16-17

## Finding, growing and Assessing Leaders:

1. Identify High-Capacity Leaders
	1. On-ramps to leadership positions
	2. Leaders are constantly asked who might have potential
2. Clear Ministry Niche Levels/Lid Levels
	1. Develop gifts, don’t use people
3. Clear Next Steps for Leadership Development
	1. Next Steps are spoken and written
4. Clear Expectations of Leaders in every Area
	1. Expectations are taught, and reinforced
	2. Expectations are held to a high degree of accountability
5. Training and Development that is High Level
	1. Training arenas are held to a high level in Staff Preparations

#### Characteristics of a Great Leader

Humble and Confident

Intelligent and Authentic

Serving and Being Served

Driven and Patient

Diligent and Flexible

Listening and Vocal

Processing and Decisive

Discerning and Gracious

Wise and Seeking Wisdom

####  Goals of a Great Leader

1. Leaders will challenge others to be their best.
	1. If not challenged, followers will become discontent.
2. Leaders will equip others to be their best.
	1. If not equipped, followers will become frustrated with their inability to fulfill challenges.
3. Leaders will “paint” the vision for others to be their best.
	1. If no vision, the people perish.
4. Leaders will encourage others to be their best.
	1. If not encouraged, followers will live with insecurity and fear.

## Sample Vision and Mission Statements

#### Favorite Vision and Mission Statements:

The following are my (Matt) personal favorite Mission and Vision Statements. After this section you will find a list of 80 Mission and Vision statements to peruse if you want to!

Mclean Bible Church (notice the biblical and contextual nature)

 Mission: We glorify God by making disciples and multiplying churches among all nations beginning in greater Washington, DC.

Brainerd Baptist Church: (you can see the mission in the vision!)

 Vision: To see God through Christ deliver individuals from the bondage of sin, disciple them into faithful followers of Christ, and deploy them as leaders to the nations for the glory of God.

Saches Church (notice how they move through the mission and vision to a catch phrase)

 Mission and vision in one: We are a simple, relational church with a deep intentional commitment to Christ, Community, and Compassion.

 Catch phrase: Make Much of Jesus

Northpoint Community Church (I don’t love the mission or strategies, but they have a really good statement)

 Vision: is to create a church unchurched people love to attend. (on a side note, I think this should be something like: is to create a church that reaches the unchurched in their context and invites them into the Church. But hey, that is not near as catchy)

Summit Church, [www.summitrdu.com](http://www.summitrdu.com)

Mission: “Love God, love each other, and love our world”

Vision: Plant 1,000 Churches in Our Generation

Imago Dei, [www.idcraleigh.com](http://www.idcraleigh.com)

 Vision: We desire to see lives changed by the gospel.

#### Sample Vision Statements

The following were compiled by [www.churchrelevance.com](http://www.churchrelevance.com):

[**Westover Hills (San Antonio, TX)**](http://whag.net/): Making New, Making Great. (4 words)

[**Christ Fellowship (Miami, FL)**](http://cfmiami.org/): To make disciples of all nations. (6 words)

[**The Journey (St Louis, MO)**](http://thejourney.org/): Growing Disciples. Starting Churches. (4 words)

[**HighPoint Church (Memphis, TN)**](http://highpointmemphis.com/): To be a place where LOVE WORKS. (7)

[**FairHaven**](http://fairhavenchurch.org/) [**(Centerville, OH**](http://highpointmemphis.com/)**)**: To reach the greater Dayton community and expand the Kingdom of God. (12)

[**Christ Church of the Valley (Peoria, AZ)**](http://www.ccvonline.com/): Impacting 100,000 Phoenix area residents by the year 2020. (9)

[**The Rock (San Diego, CA)**](http://www.sdrock.com/)**:** To be a global and highly trusted model of relevant and innovative evangelism. (13)

[**Gateway Scottsdale (Scottsdale, AZ)**](http://gatewayscottsdale.tv/): To see people saved, healed, set free, discipled, equipped, empowered and serving. (12)

[**East 91st Street Christian Center (Indianapolis, IN)**](http://east91st.org/)**:** To become an equipping and mobilizing church that transforms our world for Jesus Christ. (14)

[**The Potter’s House (Dallas, TX)**](http://www.thepottershouse.org/)**:** We are the voice and the hand that encourages people to change their lives with hope, comfort and peace. (19)

[**NewSpring Church (Anderson, SC)**](http://newspring.cc/): To continue growing, impacting lives and using technology and the arts to reach 100,000 people for Jesus Christ. (18)

[**Willow Creek (South Barrington, IL)**](http://www.willowcreek.org/): We believe all people matter to God and that Christ’s message and ministry through the local church is the hope of the world. (23)

[**Perimeter Church (Johns Creek, GA)**](http://perimeter.org/): To make and deploy mature and equipped followers of Christ for the sake of Family, Community and Global transformation. (19)

[**Glide (San Francisco, CA)**](http://glide.org/): To create a radically inclusive, just and loving community mobilized to alleviate suffering and break the cycles of poverty and marginalization. (21)

[**Coral Ridge Prespyterian Church (Ft Lauderdale, FL)**](http://crpc.org/): To rescue and replenish a world lost and broken by sin, thereby “making all things new” (Revelation 21:5). (19)

[**Kensington Community Church (Troy, MI)**](http://kensingtonchurch.org/): To turn people who think God is irrelevant into fully devoted followers of Jesus Christ through high-impact churches. (19)

[**Missio Dei Church (Cincinnati, OH)**](http://mdcincy.org/): To see the people of Cincinnati forever changed by the Gospel of Jesus and holding dear to Him as their source of all joy and worth. (26)

[**White Horse Church (Sydney, Australia)**](http://whitehorsechurch.com.au/): To plant the gospel in key Australian, population dense, urban centres and from that seed to grow churches that engage the city, with, for, because, about, Jesus. (27)

[**Brainerd Baptist (Chattanooga, TN)**](http://brainerdbaptist.org/): To see God through Christ deliver individuals from the bondage of sin, disciple them into faithful followers of Christ, and deploy them as leaders to the nations for the glory of God. (22)

[**Church of Christ the King (Brighton, England)**](http://cck.org.uk/)**:**To be a Christ-centred Church in an influential City, which multiplies and helps other Churches towards these shared goals, across the region, Western Europe and beyond. (27)

[**Austin Stone Community Church (Austin, TX)**](http://austinstone.org/): To build a great city, renewed and redeemed by a gospel movement, by being a church for the city of Austin that labors to advance the gospel throughout the nations. (30)

[**Gateway Church (Southlake, TX)**](http://gatewaypeople.com/): To bring people to Jesus and membership in his family, develop them to Christlike maturity, and equip them for their ministry in the church and life mission in the world, in order to magnify God’s name.”(36)

[**Redeemer Presbyterian Church (New York, NY)**](http://www.redeemer.com/): To build a great city for all people through a gospel movement that brings personal conversion, community formation, social justice and cultural renewal to New York City and, through it, to the world. (33)

[**City on a Hill (Melbourne, Australia)**](http://cityonahill.com.au/): We not only want City on a Hill to be famous for being all about Jesus, we want the person and work of Jesus to be famous in our city. This fame begins in our own lives, and extends into our homes, workplaces, universities and city. (46)

[**Phoenix First (Phoenix, AZ)**](http://www.phoenixfirst.org/): To be the church that displays the love of Christ and connects with people of all walks of life through our creative services, discipleship, outreach, and the establishment of multiple campuses by streaming our Weekend Experience services globally. (38)

[**Celebration Church (Jacksonville, FL)**](http://www.celebration.org/): “Therefore go make disciples of all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you, always, to the end of the age.” -Matthew 28:19-20 NIV (50)

[**Glad Tidings (Omaha, NE)**](http://gladtidingsomaha.com/): For saints and seekers. For individuals and families. For those more or less fortunate. For young and old. For re, yellow, black, and white. For blue collars, white collars, and no collars. For Omaha locals and foreign refugees. At Glad Tidings, the good news is for all people. (48)

[**Biltmore Baptist (Arden, NC)**](http://biltmorebaptist.org/): “All authority has been given to Me in heaven and on earth. Go therefore and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to observe all that I commanded you; and lo, I am with you always, even to the end of the age.” – Matthew 28:18-20 (62)

[**Mars Hill (Grandville, MI)**](http://marshill.org/): As a community, we’re devoted to building an engaged, passionate, spiritually healthy community of people that makes up Mars Hill. We’re also devoted to engaging and impacting one another and others, believing that Jesus himself set an example of service and that we’ve been given the responsibility to follow it. (50)

[**Planetshakers (Melbourne, Australia)**](http://planetshakers.com/): To bring Christ to their world because… “the Spirit of the Sovereign Lord is on me, because he has anointed me to proclaim good news to the poor, He has sent me to bind up the broken hearted, to proclaim freedom for the captives and release from darkness for the prisoners, to proclaim the year of the Lord’s favour and the day of vengeance of our God, to comfort all who mourn, and provide for those who grieve in Zion – to bestow to them a crown of beauty for ashes, the oil of joy for morning, and a garment of praise instead of the spirit of despair. They will be called mighty oaks, a planting of the Lord for the display of his splendor.” – Isaiah 61:1-3 (127)

[**Saddleback (Lake Forest, CA)**](http://www.saddleback.com/): “It is the dream of a place where the hurting, the depressed, the frustrated, and the confused can find love, acceptance, help, hope, forgiveness, guidance, and encouragement.

It is the dream of sharing the Good News of Jesus Christ with the hundreds of thousands of residents in south Orange County.

It is the dream of welcoming 20,000 members into the fellowship of our church family-loving, learning, laughing, and living in harmony together.

It is the dream of developing people to spiritual maturity through Bible studies, small groups, seminars, retreats, and a Bible school for our members.

It is the dream of equipping every believer for a significant ministry by helping them discover the gifts and talents God gave them.

It is the dream of sending out hundreds of career missionaries and church workers all around the world, and empowering every member for a personal life mission in the world. It is the dream of sending our members by the thousands on short-term mission projects to every continent. It is the dream of starting at least one new daughter church every year.

It is the dream of at least fifty acres of land, on which will be built a regional church for south Orange County-with beautiful, yet simple, facilities including a worship center seating thousands, a counseling and prayer center, classrooms for Bible studies and training lay ministers, and a recreation area. All of this will be designed to minister to the local person-spiritually, emotionally physically, and socially-and set in a peaceful, inspiring garden landscape.” (254)

[**Hillsong (Sydney, Australia)**](http://myhillsong.com/): “The Church that I see is a Church of influence. A Church so large in size that the city and nation cannot ignore it. A Church growing so quickly that buildings struggle to contain the increase.

I see a Church whose heartfelt praise and worship touches Heaven and changes earth; worship which influences the praises of people throughout the earth, exalting Christ with powerful songs of faith and hope.

I see a Church whose altars are constantly filled with repentant sinners responding to Christ’s call to salvation.

Yes, the Church that I see is so dependent on the Holy Spirit that nothing will stop it nor stand against it; a Church whose people are unified, praying and full of God’s Spirit.

The Church that I see has a message so clear that lives are changed forever and potential is fulfilled through the power of His Word; a message beamed to the peoples of the earth through their television screens.

I see a Church so compassionate that people are drawn from impossible situations into a loving and friendly circle of hope, where answers are found and acceptance is given.

I see a people so Kingdom-minded that they will count whatever the cost and pay whatever the price to see revival sweep this land.

The Church that I see is a Church so committed to raising, training and empowering a leadership generation to reap the end-time harvest that all its ministries are consumed with this goal.

I see a Church whose head is Jesus, whose help is the Holy Spirit and whose focus is the Great Commission.

YES, THE CHURCH THAT I SEE COULD WELL BE OUR CHURCH – HILLSONG CHURCH.” (279)

#### Sample Mission Statements

The following were compiled by [www.churchrelevance.com](http://www.churchrelevance.com):

[**City of Grace (Phoenix, AZ)**](http://www.cityofgrace.com/): Loving people to life (4 words)

[**Westover Hills (San Antonio, TX)**](http://whag.net/): Making New, Making Great (4 words)

[**The City Church (Kirkland, WA)**](http://thecity.org/): To show you who Jesus is (6 words)

[**Biltmore Baptist (Arden, NC)**](http://biltmorebaptist.org/): Making disciples of Christ (4)

[**Calvary Chapel (Ft. Lauderdale, FL)**](http://www.calvaryftl.org/): Making Disciples (2)

[**Church of Christ the King (Brighton, England)**](http://cck.org.uk/): In Brighton. For Brighton (4)

[**City on a Hill (Melbourne, Australia)**](http://cityonahill.com.au/): Knowing Jesus & Making Jesus Known (6)

[**Mars Hill (Seattle, WA)**](http://marshill.com/): To plant churches and make disciples (6)

[**Christ Fellowship (Miami, FL)**](http://cfmiami.org/): To make disciples of all nations (6)

[**Fellowship Church (Grapevine, TX)**](http://www.fellowshipchurch.com/): To Reach Up, Reach Out, and Reach In (8)

[**Highpoint Church (Memphis, TN)**](http://highpointmemphis.com/): Love God, Love People, & Make Disciples (7)

[**Elevation Church (Matthews, NC)**](http://www.elevationchurch.org/): To see those far from God raised to life in Christ (11)

[**Celebration Church (Jacksonville, FL)**](http://www.celebration.org/): Leading people to experience a God-First Life (7)

[**Prism Church (Pasadena, CA)**](http://prismchurch.com/): To revive believers, reach friends, and renew culture (8)

[**Community Christian Church (Naperville, IL)**](http://www.communitychristian.org/): Helping people find their way back to God (8)

[**Southeast Christian Church (Louisville, KY)**](http://www.southeastchristian.org/): Connecting people to Jesus and one another (7)

[**Church of the Highlands (Birmingham, AL)**](http://www.churchofthehighlands.com/): Reaching people with the life-giving message of Jesus (8)

[**Seacoast Church (Mt Pleasant, SC)**](http://www.seacoast.org/): We exist to help people become fully devoted followers of Christ (11)

[**Mosaic Church (Hollywood, CA)**](http://mosaic.org/): To Live by Faith, To be Known by Love, and to be a Voice of Hope! (16)

[**Glad Tidings (Omaha, NE)**](http://gladtidingsomaha.com/): To lead all people from all backgrounds to real transformation in Christ (12)

[**LifeChurch.tv (Edmond, OK)**](http://lifechurch.tv/): To lead people to become fully devoted followers of Christ (10)

[**Granger Community Church (Granger, IN)**](http://www.gccwired.com/): Helping people take their next step toward Christ…together (9)

[**Red Rock Church (Littleton, CO)**](http://www.redrockschurch.com/): To connect with God, connect with others, and connect others with God (12)

[**Spanish River Church (Boca Raton, FL)**](http://spanishriver.com/): Loving God, loving people, and making disciples of Jesus everywhere we go (12)

[**Central Christian Church (Henderson, NV)**](http://www.centralchristian.com/): To connect the unconnected to Christ and together pursue full devotion to him (13)

[**Crossroads Community Church (Cincinnati, OH)**](http://www.crossroads.net/): We are the “living letters” God uses to communicate his love to our city (14)

[**Coral Ridge Presbyterian Church (Ft Lauderdale, FL)**](http://crpc.org/): We exist to declare and demonstrate the liberating power of the Gospel (12)

[**The Journey (St Louis, MO)**](http://thejourney.org/): Growing Disciples. Starting Churches.Giving of yourself sacrificially to expand God’s kingdom (12)

[**Gateway Scottsdale (Scottsdale, AZ)**](http://gatewayscottsdale.tv/): Helping every person believe in Jesus, belong to family, become a disciple and build His kingdom (16)

[**East 91st Street Christian Center (Indianapolis, IN)**](http://east91st.org/): To become an equipping and mobilizing church that transforms our world for Jesus Christ (14)

[**The Potter’s House (Dallas, TX)**](http://www.thepottershouse.org/): We are the voice and the hand that encourages people to change their lives with hope, comfort and peace (19)

[**Brooklyn Tabernacle (Brooklyn, NY)**](http://www.brooklyntabernacle.org/): To spread the Gospel in our community by reaching out in love and respect to people from every nation (19)

[**Glide (San Francisco, CA)**](http://glide.org/): Supporting and uplifting the disenfranchised through unconditional love, acceptance and respect for over four decades (15)

[**Austin Stone Community Church (Austin, TX)**](http://austinstone.org/): To be a New Testament church existing for the supremacy of the name and purpose of Jesus Christ (18)

[**Potential Church (Cooper City, FL)**](http://potentialchurch.com/): Partnering with people to reach their God potential, as they connect with God, become like Christ and influence their world (20)

[**The Rock (San Diego, CA)**](http://www.sdrock.com/): Save, Equip, and Send out a highly motivated ARMY of believers who engage every segment of society while remaining true to our DNA (23)

[**Christ Church of the Valley (Peoria, AZ)**](http://www.ccvonline.com/): To WIN people to Jesus Christ, TRAIN believers to become disciples, and SEND disciples out to impact the world (19)

[**The Church of the Resurrection UMC (Leawood, KS)**](http://www.cor.org/): To build a Christian community where non-religious and nominally religious people are becoming deeply committed Christians (16)

[**Missio Dei Church (Cincinnati, OH)**](http://mdcincy.org/): We are a community of believers located in the urban core of Cincinnati, joining Jesus in His mission to redeem the people in our city (25)

[**Woodlands Church (The Woodlands, TX)**](http://www.woodlandschurch.tv/): To help people experience Christ rather than man’s creation of religion, so they can grow strong in Christ and take the Christ experience to the world (26)

[**Mars Hill (Grandville, MI)**](http://marshill.org/): To live out the way of Jesus in missional communities and announce the arrival of His Kingdom by working for measurable change among the oppressed (25)

[**National Community Church (Washington, DC)**](http://theaterchurch.com/): To address poverty by assisting the poor, address disease by caring for the sick and address brokenness by transforming through reconciliation (21)

[**Hillsong (Sydney, Australia)**](http://myhillsong.com/): To reach and influence the world by building a large Christ-centred, Bible-based church, changing mindsets and empowering people to lead and impact in every sphere of life (27)

[**Gateway Church (Southlake, TX)**](http://gatewaypeople.com/): To bring people to Jesus and membership in his family, develop them to Christlike maturity, and equip them for their ministry in the church and life mission in the world, in order to magnify God’s name.” (36)

[**Redeemer Presbyterian Church (New York, NY)**](http://www.redeemer.com/): To build a great city for all people through a gospel movement that brings personal conversion, community formation, social justice and cultural renewal to New York City and, through it, to the world (33)

[**James River Assembly (Ozark, MO)**](http://www.jamesriver.org/): Our mission is to help lead people into a growing relationship with Jesus Christ by creating a dynamic environment for authentic worship and effective communication while developing genuine community with each other (32)

[**New Hope Christian Fellowship (Honolulu, HI)**](http://www.enewhope.org/): To present the Gospel of Jesus Christ in such a way that turns non-Christians into converts, converts into disciples, and disciples into mature, fruitful leaders, who will in turn go into the world and reach others for Christ (38)

[**Second Baptist Church (Houston, TX)**](http://www.second.org/): “Go therefore and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy spirit, teaching them to observe all that I commanded you; and lo, I am with you always.”
Matthew 28:19-20″ (42)

[**North Point Community Church (Alpharetta, GA)**](http://northpoint.org/): To lead people into a growing relationship with Jesus Christ.” We accomplish our mission by creating environments where people are encouraged and equipped to pursue intimacy with God, community with insiders, and influence with outsiders (35)

[**Cornerstone Church of San Diego (National City, CA)**](http://www.turningthehearts.com/): Turning the hearts of youth and families to God and eachother. Developing our God-given potential in order to win in every area of our lives. Advancing the Kingdom of God, first throughout our circles of influence, then the nations abroad (40)

[**Phoenix First Assembly (Phoenix, AZ)**](http://www.phoenixfirst.org/): To be the church that displays the love of Christ and connects with people of all walks of life through our creative services, discipleship, outreach, and the establishment of multiple campuses by streaming our Weekend Experience services globally (38)

[**Hopewell Missionary Baptist (Norcross, GA)**](http://www.hopewellmissionarybaptist.org/): Fulfill the Great Commission (Matthew 28:19-20) in helping people become fully functioning followers of Christ. Teach the tenets of Christianity. Equip believers for a significant ministry by helping them discover the gifts and talents God gave them (Ephesians 4:11-16). Obey the task that has been given to us by God as a beacon of salvation living out transformational grace through His Son Jesus Christ (Matthew 5:16)” (66)

Remember:

“*Declare his glory among the nations, his wondrous works among all peoples.*” (Psalm 96:3, CSB)

Until all people are declaring His glory because His wondrous works have been made known to all, we continue to make disciples on this earth.

1. Inerrant means that the Bible is without error while acknowledging that God was working through humans who were incomplete in their knowledge of grammar, the sciences, and history. Inerrancy is less about every letter as it is about the perfect meaning and purpose of God communicated through the personality and culture of men and women thousands of years ago. Infallibility has to do with the truth of God’s word. Is God’s word true? We believe that God’s word is perfectly true according to its purposes and meaning. That God has given us perfect truth, which does not mean that everything in the bible is a truth statement, instead it means that everything in the Bible has been perfectly communicated and is true. For instance, did the whole world follow after Jesus as the Pharisees said? No. But, the Bible accurately reports this comment, and it is a true story of the Pharisees jealousy. Sufficiency is the most ignored in our culture. It means that God’s word is sufficient to lead man unto salvation. According to 1 Timothy, God’s word is the truth that leads us to the one who is our salvation, Jesus. This is important because we do not need anything other than scripture to point us to God. [↑](#footnote-ref-2)
2. Jesus said that disciples are distinguished by their love for one another. Their culture is what is contagious. Love is contagious. Love is a culture, not just a belief. [↑](#footnote-ref-3)
3. Malphurs, Developing a Vision for Ministry, 82. [↑](#footnote-ref-4)
4. Acts 20:28; 1 Timothy 3; Titus 1. See also the chapter in *Portraits of a Pastor* ed. by Jason K. Allen entitled “Pastor as Shepherd.” [↑](#footnote-ref-5)
5. The desired culture means that the leaders’ vision is owned by and manifested in the people. [↑](#footnote-ref-6)