

## **"Ministry Nuts and Bolts"**

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The first foundational ministry concept is core values (9) The 2<sup>nd</sup> foundational ministry concept is mission-what does the Bible say that the church should be doing? If the church doesn't know where it is going nor what it's supposed to be doing, these are missional issues. The third foundation is vision. The church that is without a clear vision of its future places that future in jeopardy. It desperately needs a preferred future. Instead it harbors a museum mentality. The 4<sup>th</sup> foundational ministry concept is strategy

1. Values
2. Mission
3. Vision
4. Strategy (10)

For years the church operated on a three-to-thrive mentality. Sunday am, Sunday pm and Wednesday night. According to Lyle Schaller, 2/3rds to 3/4ths of all congregations founded before 1960 are either on a plateau or shrinking in number. The idea that Pastoral ministry is to be equated with the pulpit is fallacious and unbiblical (11) Ministry must not be primarily equated with the communication of biblical truth from a pulpit in a sanctuary or a podium in a classroom. The pastor needs to be a leader and a coach of leaders as well as a preacher. Future Pastors graduate not knowing how to recruit and train leaders (12)

## **VALUES**

Values communicate what is important-the organization's bottom line (18) If a ministry's core values are to guide it through difficult times of transition those values must not be in transition (21) Vision is a seeing word and passion is a feeling word. Core values do more than build a fire in your heart and stir your emotions. They move you to action or they aren't core values (22) Some synonyms for values are: Convictions, precepts, ideals, standards, assumptions (25) Church planters need to discover their personal values before they begin because their private values will become organizational values.

I recommend that a pastor and church agree on at least 60% of the values before they go to the altar (30) Make a distinction between actual verses aspirational values-what is as opposed to what is desired (31)

## KINDS OF VALUES

Conscious	Unconscious
Shared	Not shared
Personal	Organizational
Actual	Aspirational
Single	Multiple
Congreuent	Incongruent
Good	Bad

Leaders will greatly enhance their ministry and save themselves much pain if they discover and articulate their personal values first. One of the important contributions that leaders make to their organizations is to discover, communicate, implement, and enforce the central corporate values (38,39) Leaders must pursue the truth in love. That often means doing what is right and suffering the consequences. That's the price for being a leader (46,47) In Built to Last, Collins and Porras note that visionary companies have from 3-6 values (52) If ldrs. Wish to stay current and be relevant to culture they must regularly evaluate the forms and programs that express their values to see if they are still having impact (54)

## MISSION

A mission statement helps determine precisely biblical function (62) I believe that a good mission statement can and should be no more than a single statement. Peter Drucker says, "**If you can get the mission statement on a T-shirt, then it's probably the appropriate length.**" Our mission is to turn irreligious people into fully devoted followers of Christ (WC) (65) A mission has to be something that both the leadership and the people can share (74) People resist and event resent doing that for which they don't feel a sense of need. A team of leaders could develop a well-prepared mission statement in three to five sessions that lasted several hours each with some reflective time in between (76) I advise ministries to develop their **core values before their mission statements** (77)

## VISION

The need is to motivate people and the key to motivating people is a clear, challenging vision. Some have vision on paper, but no vision in practice (94) Visionary leaders carry in their mental billfolds a visual snapshot (95) Those who would lead ministry from the "point position" should be visionaries. Those who aren't visionaries usually functions best in a support position (96) My vision statement (Albrey's) is training a new generation of godly leaders for high-impact ministry in the 21<sup>st</sup> century (101) The primary application of the mission is in planning and strategy. The primary application of the vision is communication (107) The purpose of dynamic mission statement is to inform. A vision is to inspire (108) The source of the mission is the head, the source of the vision is the heart (109) Vision is what the organization will look like as it realizes and accomplishes its mission. Mission can be very common. Vision should be very unique. Mission is broad, vision is narrow. Mission is to clarify, vision is to challenge (111) The point leader is to be the ministry vision crafter/ cultivator, caster, clarifier (117) The question I ask over and over of individuals and groups is: What do you see? (120) The vision needs to be clear, challenging and concise (127)

## STRATEGY

Both the vision and the strategy work off the mission (135) The church misplaced the mission while the programs became hardened tradition.

Christians should develop a personal life mission that answers the question: What does God want to accomplish in and through my life? This mission statement helps me to make decisions that affect my life. When ministry opportunities come my way, I decide whether to pursue them based on my ministry mission. It also helps me to be proactive rather than reactive. Through God's strength and guidance, I shape my life and ministry rather than allow other people and other events to do so (142)

If you cannot fit a departmental or ministry strategy under the mission strategy, then you must abandon it (143) The strategy must begin with the mission statement clearly in mind. Make sure that the board and other key leaders in the ministry understand and have ownership of the mission (146)

1. Articulate the mission statement (overall goal)
2. Divide the mission statement into strategic goals
3. Develop strategic action-steps for each goal

Good examples (147-162)