

The House of Jesus

Examples of Clarity

Supplement for Video #4

This document
includes...

Various Forms of Ministry Clarity

Vision (*Timeless/Time Sensitive*)

Desired Outcomes

Contextual Assumptions

Mission Slogan / Statement

Relational Values

Equipping/Leadership Values

Ministry/Team Philosophy

Ministry Strategies

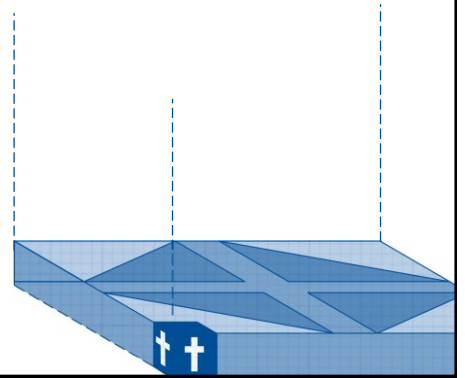
Goals / Objectives

Timeless Visions

Answers questions like:

What will life be like when we are done?

What does Kingdom success look like?



A great multitude beyond counting, from every nation, tribe, people and language, standing before the throne and before Jesus the Lamb.

Rev 7:9

See also Acts 1:8; Rev 21:1-4

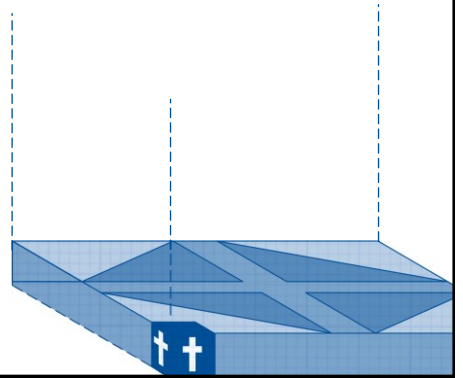
Example of Timeless Vision

Time-Sensitive Visions

Answers questions like:

What is the preferred future that leaders have discerned for the next year(s)?

What will the community / ministry look like when the short-term vision is realized?



Example of a Time- Sensitive Vision

Two-year ministry plan entitled “DEEP” with 5 desired outcomes



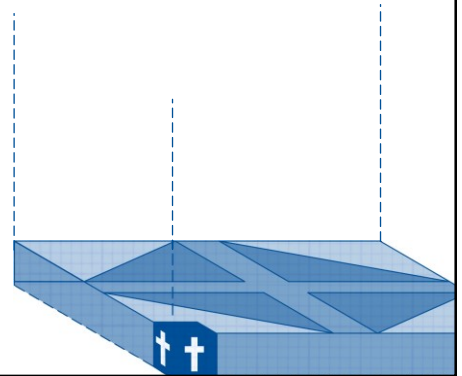
DEEP *is about people*

Vision Slogans and Narratives

Answers questions like:

How do I share our vision with friends?

What does our vision slogan mean?



**Example of a
Timeless Vision Slogan
(bold) and Narrative text**

Intentionally

Our journey together is purposeful and deliberate.

following Jesus

True life is only found in Jesus, and we choose daily to continue on the path.

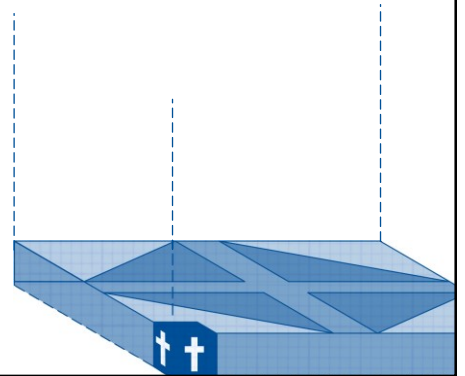
■ ■ ■

Whenever. Wherever. However. As we surrender, He empowers us to make a world of difference.

Desired Outcomes

Answers questions like:

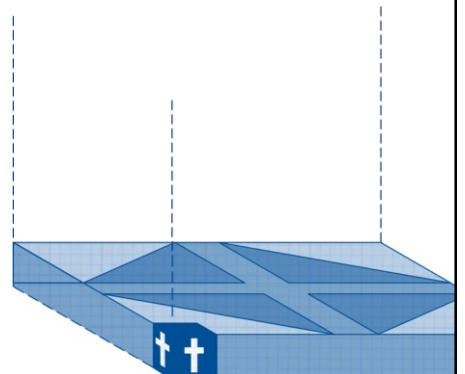
- What are our vision's measurable outcomes?*
- What are the wins for those we are serving?*
- What are the wins for those who are serving?*
- What do we want them to know, feel and do?*



*Examples from Life
Groups' DNA*

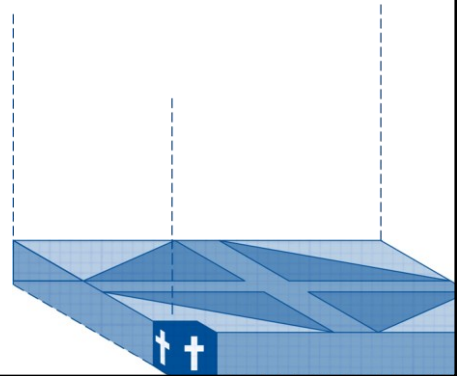
“Wins” for those being served

- ▶ New participants feel genuinely welcomed.
- ▶ People feel safe sharing their stories.
- ▶ People find deep, authentic connections.
- ▶ People put into practice what they discover in Lifegroup.
- ▶ People are quickly empowered to serve.



“Wins” for the team serving

- ▶ Apprenticing enables leaders to grow in their confidence and competence.
- ▶ Shared leadership enables group servants to avoid overload and burnout.
- ▶ Feedback enables group leaders to improve their knowledge and skills.
- ▶ Leaders pursue consistent rhythms of sabbath rest and celebration.

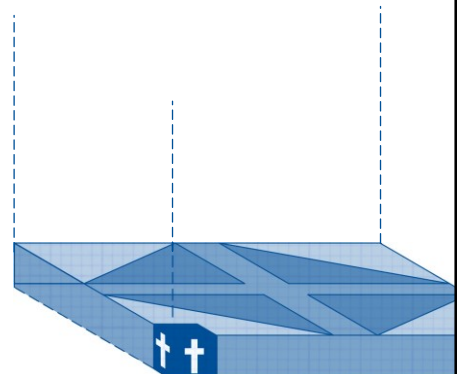


Contextual Assumptions

Answers questions like:

*What assumptions are we making
about our target audience?*

*What assumptions are driving
our current strategies?*



Example

Contextual Assumptions (RE college students being served)

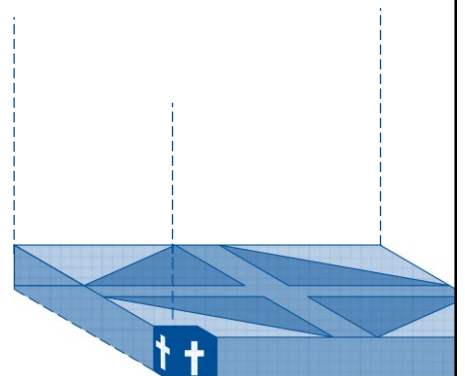
- Come from a broken family.
- Have never heard the Gospel, but have been exposed to Americanized Christian culture.
- Sexually broken in the past/ currently sexually active.
- Guys, and increasing numbers of women, are addicted to pornography.
- Woman have been sexually abused.
- Did not grow up in Boston.

Mission Statements

Answers questions like:

What are we here to do?

Why do we exist?





Example of a *Mission Statement*

Equipping Disciplers // Connecting People

▶ Boston Lifegroups



Relational Values

Answers questions like:

*What are the Bible's relational norms
that guide our community?*

*What does authentic community
look like as we serve together?*



Example

Relational Values (Antioch Boston)

Passionate Worship

Loving Jesus extravagantly

Humble Service

Looking beyond ourselves

Authentic Relationships

Cultivating a community of trust

Honoring Collaboration

*Empowering the strengths
of others*

Courageous Generosity

Excelling in the joy of giving

Radical Compassion

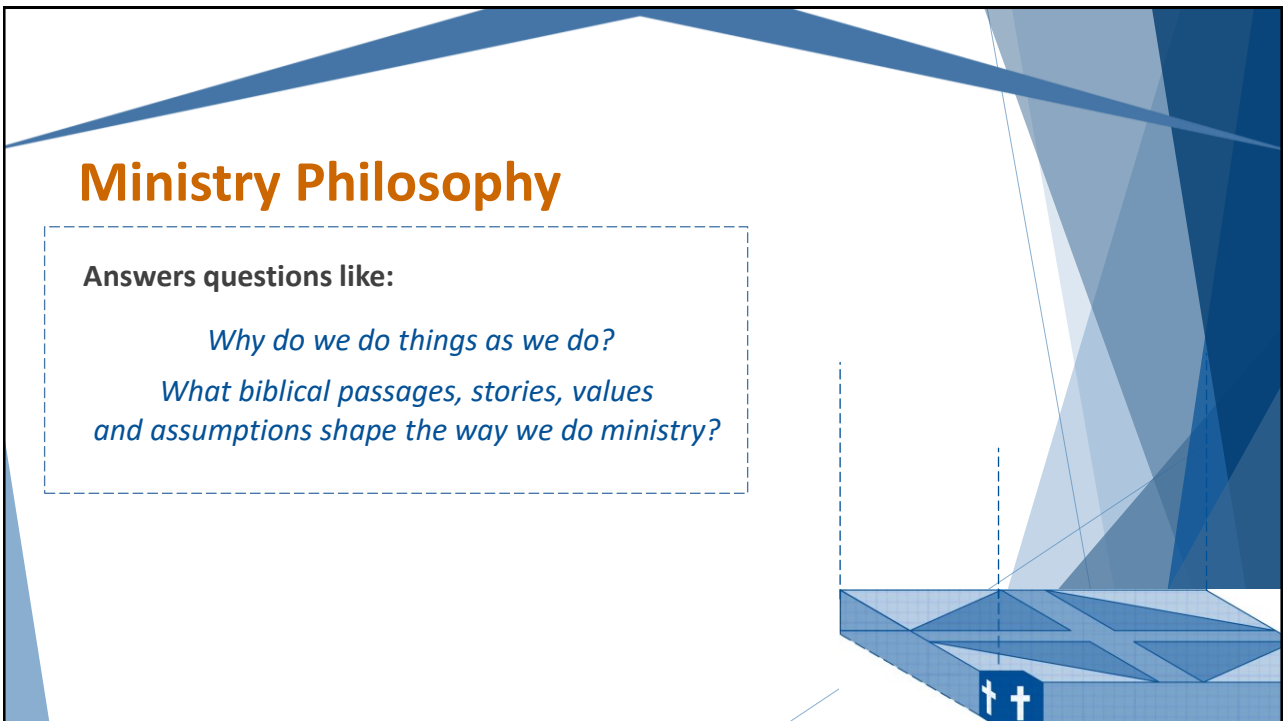
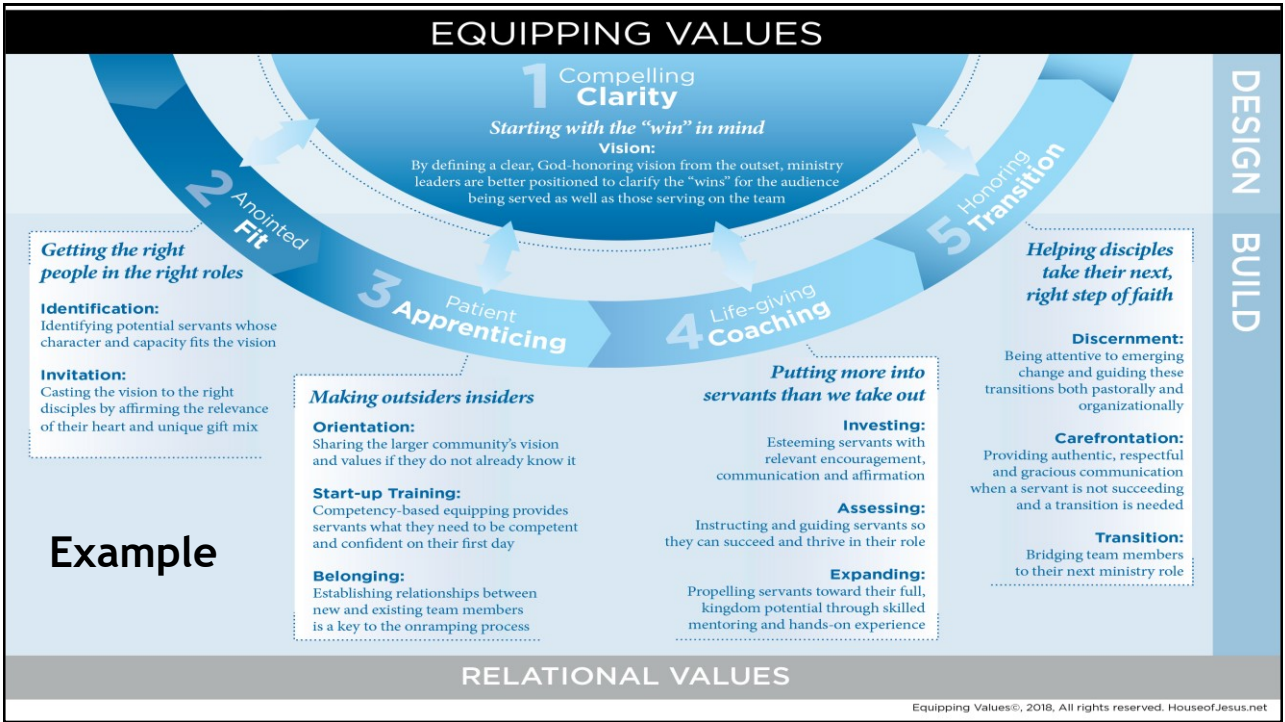
*Engaging brokenness with
the heart of Jesus*

Equipping Values

Answers questions like:

*What leadership values did Jesus model
as He trained His apostles/followers?*

*What are the Bible's norms for how we
are to equip ministry leaders and servants?*



Example of *Ministry Philosophy*

HRM Philosophy

The following assumptions shape how we steward staff HR matters within a ministry context:

HR Decision-Making Ideally Prioritizes...

- ▶ Consensus-based decision making;
- ▶ The vision, mission and values of the ANE movement;
- ▶ An attitude of prayerful discernment;
- ▶ The needs of the larger community override those of the individual;
- ▶ Careful consideration of all related internal and external realities, including, but not limited to financial matters.

Biblical Foundations

Answers questions like:

What is the biblical foundation upon which we are building our ministry?

What are the biblical boundaries for how we live life and serve together?

Example of *Biblical Foundations / Themes*

D-Group Foundations

The following foundational principles guide group life each step of the way....

Word-Centered...*we submit to Jesus by honoring and obeying His Word as we are empowered by His grace.*

Presence-Based...*we eagerly desire the Holy Spirit's activity as we partner with God in prayer, worship, and the practice of spiritual gifts.*

Kingdom Relationships...*we pursue authentic relationships by humbly and sacrificially choosing to relate to one another God's way.*

Mission-Focused...*we embrace the call to be disciple-makers of all people as we reproduce our lives and ministry while compassionately caring for others and introducing them to the Good News of Jesus.*

Theological Positions

Answers questions like:

What are our theological essentials / non-negotiables?

As a sub-ministry, what are the theological distinctives of our calling within the context of our church's DNA?

How do we biblically respond to today's cultural issues?

Example of *Theological Positions*

The Role of Elders in the Local Church

A paper written by a short-term team

- ▶ An Overview of Biblical Themes
- ▶ A Related Glossary of Key Terms
- ▶ Insights from Church History
- ▶ Conclusions and Practice

Decision-Making Philosophy

Answers questions like:

How will decisions be made?

Who are the key stakeholders in the process?

Who else would learn from their participation?

What authority will be given to those involved?

Will they have a voice, a vote or both over time?

Related options typically include:

Point leader without input

Point leader with input

Delegated authority with feedback loop

Majority rule

Team Consensus

Leaders benefit their teams by timely and clear communication regarding the decision-making process as needed!

Example

From *College Ministry DNA (Boston)*

Consensus Decision Making

Another aspect of our philosophy of ministry flows out of ANE's relational value of *Honoring Collaboration* and the example of ACC-GB's Senior Leadership Team, namely consensus decision making.

Consensus decision making is commonly defined as “a process used by groups seeking to generate widespread levels of participation and agreement” on major areas of decision for the team (see Acts 15).

Detailed overview of consensus at www.houseofJesus.net/resources

Ministry Strategies

Answers questions like:

What are the best strategies for realizing the desired outcomes we have discerned?

Do our strategies reflect the assumptions we have discerned about our context?

What is the scope and nature of the team(s) that will be needed to equip/oversee the people who will activate these strategies?

What additional resources will be needed?

Example of Ministry Staffing Strategies

Guest Ministry (from Boston GM Playbook)

Launch Roles (Day one to 100 in worship)

Guest Ministry Coordinator

Door Greeters (at the front door)

New Guest Greeters (near the front door)

Sunday Guest Ministry Set-up Coordinator (Signs, Welcome Ctr etc)

Example of *Ministry Staffing Strategies*

Guest Ministry (from Boston GM Playbook)

Building Roles (100 to 200 in worship)

All Launch roles plus....

Weekly GM Team Leader(s)

Floating Greeters (including Worship Space)

“Next” Coordinator

Example of *Ministry Staffing Strategies*

Guest Ministry (from Boston GM Playbook)

Established Roles (200+ in worship)

All Launch and Building roles plus....

Administrative Coordinator

Communication Leader

Goals/Objectives

Answers questions like:

What specific and measurable goals must we accomplish for each aspect (desired outcome) of the strategy or vision to become reality?

Which need to be content goals? Which are process?

How will these objectives be measured and modified along the way? Who will own that process?

Goals and Objectives

Defining terms

- ❑ For simplicity, *goals and objectives* are understood to be synonyms
- ❑ Goals are defined as *stated objectives designed to accelerate the realization of a team's time-sensitive vision or related strategies.*
- ❑ Goals are often related to or identical to a vision's "*desired outcomes*" detailed above.
- ❑ Goals come in two (2) forms: a) *content or terminal goals* and b) *process goals.*

Content vs. Process Goals

- ❑ **Content Goals:** These are vision-inspired objectives where the *measurable outcome is more tangible* (e.g. Complete a team manual by year end). It is expected that a person or team can accomplish it within a defined time frame through disciplined effort.
- ❑ **Process Goals:** These are vision-inspired objectives where the *measurable outcome is more action-oriented* (e.g. Sharing the Gospel with four (4) people per month). It is expected that a person or team can accomplish it within a defined time frame through disciplined effort..

Note: *Process goals are understood to be closely related to or in some cases, the same as strategies.*

Example of Goals for a new staffer (summary of a larger doc)

COMMUNICATIONS COORDINATOR ROLE

2020 Phases

PHASE 1: TAKE STOCK

January – March

Objectives & action items:

- Learn what we've done, what's worked, what hasn't worked. What are others doing?
 - Conduct a pulse check of various demographics. Identify felt needs & objectives.
-

PHASE 2: DEFINE CLARITY

April-May

Objectives & action items:

- Complete thorough analysis of resources compiled.
 - Determine ANE's brand, voice, and communication goals.
-

PHASE 3: GAME PLAN

June-August | Redefine priorities & timeline in Sept.

Objectives & action items:

- Draft Sept. 2020 school year game plan and anticipated timeline. Communicate plan with leadership, staff, and any other affected groups.