

Ministry Philosophy for GWAC

PREAMBLE:

At Glen Waverley Anglican Church, there is a ministry philosophy that underpins what we do and how we do it. "Ministry" is the term given to all that we do in the service of God, God's people and God's world. ALL ministry is therefore to be seen as gospel ministry, that is, focused through and emanating from a firm conviction that eternal salvation is found in and through no one other than Jesus Christ.

The Philosophy of Ministry is as follows:

Gift Mix Ministry that is reflective of the Body. Intentionally, ministry will be delivered and offered according to Gift mix. That is, the individual and gathered mix of Spiritual Gifts will be considered when appointing and commissioning people for ministry. The Biblical basis of this stems from our understanding of the teaching of St Paul in 1 Corinthians 12 – 14 and Romans 12 concerning what it means for us as God's people to be the Body of Christ. Key implications of this are:

- Believers need to be helped to discern, develop and deploy their Spiritual gifts.
- Detailed Ministry Descriptions should be developed, updated and used when recruiting and developing team members.
- An inventory of Spiritual Gifts and ministries where they are used must be developed and utilised.
- Ministry Leaders need to know both the gifts needed in a particular ministry and be aware of the gifts of members of their team.
- People will be recruited for ministry with due recognition of the Spiritual Gifts given them and their "heart" or "passion" for a particular ministry. Time will be taken to discern particular gifting and explore with people their Heart or passion as part of involvement in appropriate ministry.
- We will resist filling positions with people simply on the basis of their availability.
- Ideally, Ministry Leaders will have completed a Spiritual Gifts Course OR be on track to complete one, so that they are better positioned to recruit and train members of their team
- Ministry leaders should be aware of the gifts of people and have an appreciation of the "Heart" or passion of individuals before allocating to them to ministry positions.

Leadership:

Ultimately, leadership of ministries and teams within our church is the responsibility of the Senior Pastor. This is to be "Accountable Servant Leadership" – that is based on Philippians 2, with clarity in delegation of authority, owning responsibility and provision of accountability – and is what is used across all areas of ministry and service delivery at GWAC. The leadership offered by staff is to be such that fosters the training equipping and releasing of members of GWAC into gift-enabled effective service within the body of Christ and the wider community. When a ministry leader or team member is appointed to a ministry, their responsibility authority and line of accountability will be specified.

We have a biblical expectation that people will submit to godly authority that is pastorally and biblically exercised. Commissioning of individuals for ministry leadership is the norm and such commissioning will demonstrate the partnership that the people and leaders within GWAC share.

Governance:

Whilst the Governance Board is elected by the Glen Waverley Anglican Church and is accountable to GWAC, the members of the Board do not represent particular groups within GWAC when contributing to discussions and making decisions; rather they should consider the overall interests of the church as reflected in the Vision, Purpose and Values of GWAC, in their decision making.

A servant heart: It is both understood and expected that people at GWAC will serve *as servants*. Individual believers will assume responsibility for fostering an attitude of servant-hood according to the example of Jesus Christ and articulated in Philippians 2:1ff. Biblical teaching on this is a key part of our Spiritual Gifts training course and all our people should be encouraged to complete the course. Staff and leaders are expected to foster and model this “servant-hood” in the life of GWAC.

Purpose for Life: We exist to glorify God and in so doing we exist to help others do likewise. Ministry at GWAC is done with an appreciation of the importance of believers doing all they can to help others grow in their relationship with Christ and serve him. To this end, members of our fellowship will demonstrate a growing awareness that our purpose is to serve God by serving God’s people. In terms of our key stake-holders, first and foremost, there is God, followed by those who as yet, are not believers. We exist, as a missional church for the benefit of those who as yet are not part of the church because we, as the Body of Christ, are a missional church.

Connection with the stated Vision of GWAC: All ministry will be grided through our Vision Statement and Mission priorities. Every aspect of our service of others will be identifiable with our vision and mission as a Church.

Clear Ministry Descriptions: All positions of service within our church will include written ministry descriptions, and these will be reviewed annually. Every person undertaking service within our church will be provided with an appropriate and updated ministry description.

All existing and new ministries of GWAC will reflect the above Ministry Philosophy

Implications of Ministry Philosophy for Leadership and Governance at GWAC

Background:

The staff team at GWAC has the principle role of overseeing “Accountable Servant Leadership” under the direction and oversight of the Senior Pastor. In some circumstances, staff will be expected to exercise specialty service delivery themselves, but increasingly the staff team are expected to “train, equip and release others to serve God through the missional church known as GWAC.

The Governance Board has the responsibility of working within the Guiding Principles, to ensure that good governance is given in order to enable leadership of ministry in order that appropriate outcomes are realised.

Implications for Staff

1. Staff will themselves be

- Given authority to provide servant leadership
- Given responsibility that is clear
- Held accountable for the relevant discharge of their responsibilities. It will be expected that staff understand the implications of the Ministry Philosophy in the discharge of their responsibilities and will understand the importance of thinking laterally when it comes to what they will be held accountable for.

2. Staff will ensure that ministry descriptions (using the agreed format) are developed and maintained for ALL ministries in their area of responsibility.

3. Spiritual Gifts, an individual's heart (or passion) for ministry context and personality will be key determinants when recruiting for ministry positions.

4. Staff will, as a matter of “First Action” approach leadership at GWAC from a team perspective, recognising the importance of training and equipping God's people to do ministry RATHER than simply doing the ministry themselves. This will require all staff to intentionally consider, as part of any new initiative, the ongoing and stable leadership provided by a suitable member of GWAC AND the subsequent team that will be built within this ministry. Attention is drawn to the Review of new and proposed ministries form available on the server which will assist in this aspect of leadership.

5. Staff need to undertake a “Leadership Audit” of ministries under their oversight, so as to assess the extent to which people are being trained and released within ministry areas. Key to this is the work that staff do to ensure ministries are NOT continually under the direct leadership of individual staff unless there is justifiable reason.

6. Some ministries may need to be “shelved” rather than continued by the staff member if suitable GWAC people are not sourced to lead the ministry. A key understanding here is that if the ministry is crucial, God will provide the resources, including people. Often, the issue is that the staff have not done what needs to happen in order to TRAIN, EQUIP AND RELEASE.

Implications for Governance Board

1. The GB as a whole and individual members therefore are to be aware of the gift mix of the members of the GB and seek to encourage the GB to exercise their governance role with appropriate reference to particular giftings of members.
2. The Governance Board members will have an understanding of the Biblical foundations of the Ministry Philosophy and demonstrate a desire to function as a GB in a manner in keeping with the philosophy.
3. Where possible, a team approach should be maintained which encourages members of the GB to serve in their strength areas and allow others to do the same.
4. While monitoring the MAP, strategic plan and GB Action Plan is an important function of the GB, the GB should resist any attempt to micro-manage at the GB meetings. Individuals, where necessary, should be commissioned to investigate and report as necessary.
5. The GB member ministry description should be reviewed annually
6. The GB should have, as a priority item on their regular agenda, the monitoring of and questioning about the capacity of the Senior Pastor to enable staff team to train, equip and release people into ministry.
7. The GB should regularly assess the resources that are being applied to item 6 above and explore appropriate ways that such information is communicated to the wider membership of GWAC
8. GB should monitor the progress of the Leadership Audit and schedule a report from the Senior Pastor on the same on an annual basis.

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