

A Healthy Church

Ministry and Church Organization



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All Scriptural references provided in this document are taken from the NIV Bible unless specified otherwise.

Goals for a Healthy Church

- I. Definitions of a Church Goal
 - a. A goal is a statement of a definite result to be accomplished by a certain date.
 - b. A goal is a statement of dated intent embodying a measurable quantity and/or quality of results.
 - c. A goal is a measurable event that serves as a milestone to show progress toward a church's objective.

- II. Church Goals Are Necessary for Direction, and Unity
 - a. Goals determine a church's program for a given period of time. The program will be no better than the goals.
 - b. Goals enable a church to make wise decisions concerning allocation of time, leadership, materials, and money.
 - c. Goals should reflect only intended results.
 - d. Goals should tell what, for whom, and when.
 - e. The best church goals are written in the light of the objectives of the church.

- III. The Church Planning Committee Prepares Tentative Goals
 - a. Identify the areas where the church can minister to needs.
 - b. Rank the needs in some order of importance.
 - c. Draft each of the needs into goals, beginning with the needs of highest priority.
 - d. Base the goals on factual evidence.

- IV. Subject the Goals to the SCREAM Test.
 - a. **S**pecific
 - b. **C**hallenging
 - c. **R**ealistic
 - d. **E**xpandable
 - e. **A**ttainable
 - f. **M**easurable

- V. Goals Help Planners.
 - a. Goals provide a challenge.
 - b. Goals help people visualize what the church intends to accomplish for Christ in a given time.
 - c. Goals reflect the number and types of activities a church can plan to accomplish.
 - d. Goals affect the way a church uses its time, personnel, finances, and facilities.

- VI. An Effective Goal...
 - a. Is written.
 - b. Begins with "to" followed by an action verb
 - c. Is concerned with a single major result, not overlapping with other goals.
 - d. Is future oriented?
 - e. Reflects progress toward objectives.
 - f. Grows out of an objective and is listed under the objective to which it is related.
 - g. Is neither offensive to the reader nor impressive for impressiveness sake.

THE NECESSITY AND VALUE OF COMPREHENSIVE PLANNING

1. A Unified purpose can be achieved only when all segments of the life of the church see themselves as a part of a larger whole with a single goal.
2. Isolated individual decisions and commitments often influence future plans, even when they are not intended to do so. (Today's decisions often limit tomorrow's actions.)
3. When careful planning is lacking, groups in the church often become competitive with one another and duplicate one another's work.
4. Without coordinated planning, groups in the church may come to feel they are ends in themselves and lose their sense of perspective in relation to the church.
5. Long-range planning is demanded by the magnitude of the church's task.



Lindgren, pp. 227-254

CHURCH BENEFITS FROM PLANNING

1. A sense of purpose. The church will know clearly where it is going and what it must do.
 2. A relevancy to life. Real community needs will be examined and the most crucial ones selected for church actions.
 3. A unit of concern. Members will begin to work as one toward highly important goals.
 4. Increased motivation. Members will work more diligently toward goals they help set.
 5. Good stewardship of resources. A church will be able to invest its resources of persons, time, money, and facilities into the areas of greatest importance to the mission of the church.
 6. A means of continual growth. A church will have a means of continually facing the future and preparing to meet it.



(EXPECTED) BENEFITS OF LONG-RANGE PLANNING

1. Enables a church to act rather than react.
2. Enables a church to anticipate problems and work out solutions before the problem occurs.
3. Enables a church to make things happen rather than let them happen.
4. Enables a church to make use of circumstances rather than fret about misfortunes.
5. Enables a church to listen to God speak about what it should be and do.



The Structure of a Healthy Church

I. The church is divine in nature.

The church is a theocracy, not a democracy. It belongs to God, not man. When Jesus was on earth, He instituted the church - universal (the spiritual church). Matthew 16:18b (KJV) says: *and upon this rock I will build my church; and the gates of hell shall not prevail against it.* The first word that stands out for me is “build.” The church is something that must be built. Notice also, in the same text, who the builder is: Jesus Himself. Jesus is the church builder. We can build a building; but only Jesus can build a church. Now consider 1 Cor. 3:11 -- For *no one can lay any foundation other than the one already laid, which is Jesus Christ.* In 1 Cor. 3:11, our role in church building is clarified. We are co-laborers with Christ. However, the foundation was laid by Christ. We are co-laborers with Christ. During the rapture, our work will be tested by fire. So, we need to be careful how we build on the foundation.

One day there will be a mid-air campfire and we will all be caught up to meet Him. “Sam,” as I stand in the line with you, “Come forward.” “You preached 1 billion sermons, shared 3 billion lectures, prayed 100 billion prayers, and sang 50 songs.” He will take all of my work and cast it in the fire; and only what survives the fire will be my reward for those 1,000 years following the rapture. That's an important meeting and scripture clearly states “We must all appear before the judgment seat.” Be careful how you build the foundation. I want you to notice two things in these verses:

1. God works through people to build His church. Not only does Jesus say, “I will build my church,” but Paul here says, “I helped built it.” Paul was a co-laborer with Christ. Often what we wait for God to do *for us*, God is waiting to do *through us*. God uses people to build His church.
2. The second thing I want you to notice is that your test of ministry is this: Does it last? Many of us are off to a great start. We are out the gate, at a gallop; but soon there is no ministry at all. The test of your ministry, when you stand before Jesus one day will be: Did it last?

II. Vision & Mission Statement

To develop a healthy church that lasts, you must do several things: **Define your vision. Secondly, define your Mission and then communicate and organize around your mission.** Why are we here? What in the world are we supposed to do? Healthy churches have a clear identity. They have a reason for being, for existing. They understand their purpose and they are focused. The purpose of a healthy, divine growth-driven church can be summarized in its mission statement.

A vision statement tells what you will look like at maturity.

1. Scripture text: Habakkuk 2:2-3
2. $V^2 + M = O$

A vision and a mission statement does at least five things:

1. **It builds morale.** People will commit when they are happy and motivated.
2. **It reduces frustrations;** because it not only defines what you do it defines what you *don't* do (Isaiah 26:3). In a word, you have to define your role before you set your goal (Isaiah 49:4).

3. **It consolidates energies and keeps your priorities straight.** It prevents you from majoring on the minors and minoring on the majors. As I reflect on the words of Jesus, He said, "Let your light shine." Consolidated lights produce a laser beam; and laser light is an agent of healing without surgery. In a word, you can be *efficient* without being *effective*. Efficiency is doing things right. Effectiveness is doing the right things. Everything in the church can be organized, greased and looking well externally. However, if your energies are not consolidated, you are just rearranging the deck chairs on the Titanic. It all looks good, but guess what? It's a sinking ship.
4. **It attracts cooperation.** People want to join people that know where they are going. People want a church (or a ministry) with a destination in mind. Jesus boarded the ship in Mark 4. He did not say "Get on the ship and wherever the wind and water takes us, that's where we go." Instead, He said, "Let us go over to the other side." (Mark 4:35). Your mission statement tells people up front where you are headed. It clarifies in advance your mission and philosophy. It also prevents people from transferring baggage from one church to another. Everyone will not come down. And everyone will not come aboard. However, two things are important here: one you cannot wait until every one comes aboard, even Jesus did not wait. He said if a man desires to come after me, self-denial and cross-carrying is a requirement. The Master said that up front. Secondly, you cannot surrender your church to whiners. Sometimes you have to bite the bullet.
5. **It assists the evaluation.** Your mission statement becomes your standard by which you evaluate your progress and your growth. In a word, it answers three important questions:
 - One, are we doing what we should be doing?
 - Number two, what is our business?
 - Number three, how is business?

Four characteristics of a good vision and mission statement:

1. **It needs to be Bible-based.** Keep in mind we do not get to choose the vision or the mission. However, we do get to choose the style in which the vision and mission is fulfilled. For instance, the purpose of worship is non-negotiable. The style of worship God allows is complete variety as long as it is in Spirit and truth.
2. **It needs to be specific,** clear and not fuzzy.
3. **Your mission statement needs to be transferable or memorable** -- the shorter the better.
4. **It must be measurable.** It is important that it be practical enough to evaluate it.

The mission of the church is given in these two statements of Jesus:

Matt 22:36-40

36 *"Teacher, which is the greatest commandment in the Law?"*

37 *Jesus replied: "'Love the Lord your God with all your heart and with all your soul and with all your mind.'*

38 *This is the first and greatest commandment.*

39 *And the second is like it: 'Love your neighbor as yourself.'*

40 *All the Law and the Prophets hang on these two commandments."*

Matt 28:19-20

19 *Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit,*

20 *and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age."*

Example: The mission of Beulah Grove Baptist Church (BGBC, Augusta, Georgia) is to *Seek, Save, Support, Serve and Shape*. This assignment is achieved through a maturing relationship with God the Father, Christ the Son, and the Holy Spirit our sustainer, balanced with a growth-love commitment to self and those in the faith.

BGBC Vision Statement:

From the Cradle to the Grave

BGBC Mission Statement:

Seek, Save, Support, Shape and Serve

Explanation of the Mission Statement:

We believe that the responsibility of the church is to search for those that have not accepted Christ as their Lord and Savior and to present them with the plan of Salvation (John 3:16; Rom. 10:9), thus, saving healing, liberating and assisting in sight recovery (Luke 4:19), nurturing them in the Word (2 Tim. 2:15), supporting the family of faith (Acts 2:44) as we develop through a maturing effort (Matt. 28:17) in worship and stewardship.



The by-product of the mission statement produces the visionary director for the work of the church. The work of the church can be clearly defined through the following five functions:

- | | | | |
|---------|----|---------------|----------------|
| Seek | -- | Matthew 28:19 | (Evangelism) |
| Save | -- | Acts 16:27-31 | (Salvation) |
| Support | -- | Acts 2:42-47 | (Fellowship) |
| Shape | -- | Matt. 28:19 | (Discipleship) |
| Serve | -- | Eph. 4:11 | (Ministry) |



Beulah Grove Baptist Church

Mission Statement Definitions & Goals

"S" or Category	Definition	Goals 2010	Strategies
SEEK	<i>To aggressively search for, find and recruit persons who are apart from Christ, lost dead in sins, living in fear and often without hope.</i>	200,000	Aggressive Evangelism 1. Mass Media Exposure 2. Surveys 3. Word of Mouth 4. Holistic Development 5. Ministry Accountability 6. Seek "5" Non-Members
SAVE	<i>The church will create an environment in which individuals are offered an opportunity and encouraged to claim their salvation.</i>	200	1. To nurture added members. 2. Orientation, education, and spiritual assessments. 3. Assign a spiritual sponsor from perspective ministry division 4. Fellowship opportunities
SUPPORT	<i>To embrace, assist and nurture individuals and families by providing a system of services and ministries.</i>	1,500	1. Spiritual counseling 2. Financial Assistance 3. Food/Clothing 4. Bereavement Support 5. Develop counseling Center 6. Prayer Line 7. Internal education services
SHAPE	<i>To educate, empower and equip persons to maximize their potential by living out their created purpose in Christ.</i>	3,000	1. Spiritual gift workshops. 2. Spiritual counseling. 3. Bible Study and Leadership Training 4. Non-traditional methods 5. Outside workshop. 6. Internet
SERVE	<i>To encourage and provide opportunities for individuals and the church to use their time, talents, and gifts throughout the community, state, nation, and the world to share the bountiful blessings of God with others.</i>	1,230	1. Provide an opportunity for persons to operate within their spiritual gift. 2. Continue presenting facts, give evidence, and explain the benefits 3. Develop non-traditional methods of community evangelism
CREDIT UNION MEMBERS	<i>Empowering the Community Toward Financial Freedom</i>	500	Implement marketing strategies/plans
REGISTERED VOTERS			3,000
TITHING	<i>Malachi 3:10</i>		\$2,500,000



Mission Statement Definitions & Goals

Ministry Name: _____

Ministry Chairperson: _____

“S” or Category	Definition	Strategy	This Period Goal Forecast	This Period Actual	YTD Actual	Annual Goal
SEEK	<i>To aggressively search for, find and recruit persons who are apart from Christ, lost dead in sins, living in fear and often without hope</i>					
SAVE	<i>The church will create an environment in which individuals are offered an opportunity and encouraged to claim their salvation</i>					
SUPPORT	<i>To embrace, assist and nurture individuals and families by providing a system of services and ministries</i>					
SHAPE	<i>To educate, empower and equip persons to maximize their potential by living out their created purpose in Christ</i>					
SERVE	<i>To encourage and provide opportunities for individuals and the church to use their time, talents, and gifts throughout the community, state, nation and the world to share the bountiful blessings of God with others</i>					

****The specific ‘S’ that represents your ministry is the largest goal for the year 2010.**