

MINISTRY
PLAN

2008

Life unlimited!

**DISCOVERY
BIBLE
FELLOWSHIP**

Mission Statement

To expand, build, and strengthen the Kingdom of God in Eastern Ontario and beyond.

Vision Statement

Progressively develop a community of faith that intentionally and strategically fosters passionate disciples of Jesus Christ.

Ministry Values

Godliness

The triune God; Father, Son, and Holy Spirit, is the centre of this ministry. Our deep desire is to glorify Him in all that we do by following His example, in Christ, through enabling of the Holy Spirit.

God's Word

We believe the Bible to be God's Word and accept its authority as the ultimate guide for our lives, both individually and corporately.

The Body of Christ

We believe that God has created each of us as unique members of one body of believers. He has equipped each of us with gifts that are given for the good of the whole. We seek to identify and utilize these gifts for the purposes of expanding and strengthening His Kingdom. We also seek to care for each member out of the wealth of Christ's love.

Unity

We understand that our identity in Christ is inextricably linked to the depth of our unity and love for each other. We are committed to strengthening the bonds that bind us together and lovingly address issues that have the potential to divide us.

Grace

As grateful recipients of God's grace, we seek to extend that grace to all those who connect with any one of DBF's ministries or members.

Integrity

We serve a perfect God whose dealings with mankind have always been right and just. We seek to model this Godly commitment in all of our relationships.

Relationships

We serve a God who paid the ultimate price to foster deeply intimate relationships with those He created. He created the church through building loving and accountable relationships. We experience God each day in relationship and understand the incredible potential inherent in building relationships within and outside the church.

Governance

Our God is a God of order and authority. We appreciate the need for clearly defined roles, responsibilities and lines of authority that are in-keeping with God's Word.

Outreach

We consider evangelism to be inextricably linked to the process of discipleship. Christ's final words to His disciples included a mandate to multiply or make disciples by spreading the good news of salvation throughout the world. We feel called to apply this mandate in both local and global contexts. We seek to do this in a culturally sensitive manner.

Discipleship

Being a follower of Christ is a dynamic, maturing process that requires education, mentoring, and experience. We understand the importance of intentionally and strategically developing passionate disciples of Jesus Christ.

Complementary Ministry

Eastern Ontario is rich in church and para-church organizations pursuing similar missions. DBF is committed to work with and support these other ministries.

Spiritual Disciplines

Discipleship involves, for each member, the development of Biblical disciplines that will strengthen personal and corporate faith.

- Study

DBF promotes individual and corporate learning. There is so much to learn about the Kingdom of God. Our learning is focused on application and seeks to enable us to grow in our faith.

- Prayer, Meditation and Fasting

God invites us to a deep and profound spiritual life that includes continuous communication with Him. We appreciate this invitation and understand the power of investing in this spiritual life.

- Worship

Our God is worthy of praise. We understand that we can glorify God in wide variety of ways and so we promote the exploration and integration of worship into all that we do.

- Service

Christ is the Servant King and as His disciples we accept our calling to have the same attitude and to serve others with the same attitude that Christ had in serving us.

- Social Responsibility

Christ encouraged the church to play a leading role in caring for the less-fortunate in our world. We seek to be a church that extends its concern for the poor and oppressed beyond the boundaries of the spiritual to the temporal.

- Stewardship

God has richly blessed DBF and its members materially. We see these resources as a trust to be wisely managed for the purposes of expanding and strengthening His Kingdom.

Foundational Principles of Ministry

Biblical Governance

DBF has a governance model that is rooted in God's Word, both in principle and in practice. The roles and responsibilities of the membership and its leaders are based on Christ's example of servanthood and mutual submission.

Decentralized Ministry

DBF understands the role of staff to be that of enabling the members to actively identify and use their God-given gifts for the benefit of the health and strength of the Body of Christ. In this regard, all members are responsible for the on-going ministry of the church.

Discipleship

DBF is committed to Christ's Great Commission (Matthew 28:18-20) and will provide programming that will be organized around the following four categories of discipleship:

- Evangelism –spreading the good news of Jesus Christ to those lost and without hope in our communities and the world at large.
- Establishing new believers in their faith.
- Equipping believers to identify and contribute their gifts to the maturing of the Body of Christ.
- Encouraging members of the Body of Christ by promoting loving and accountable relationships.

Age and Stage Ministry Design

In order for members in each age and stage of life to have the opportunity to experience all of the categories of discipleship (4E's), DBF organizes ministry along generational lines. The unique experience of each generation is used to complement the discipleship of the whole. Ministry is organized around the following five generational groupings:

- Children (0-11)
- Youth (12-17)
- College and Careers/Young Families (families with children)
- Mature Families (families with youth)/Empty Nesters
- Retirees

Balanced Lifestyles

DBF's ministry expectations are designed to complement a healthy and balanced lifestyle for its members. Age and Stage ministry designs account for this by allowing each member time for a healthy balance of:

- Relationships (God/family/friends)
- Community involvement
- Personal Time
- Ministry (to and from)

Assimilation through Association

Evangelism is realized through relationships. Relationships are built through non-threatening associations. DBF is committed to developing a wide range of contexts in which relationships between its members and un-churched members of our communities can be fostered.

Culturally-Relevant Ministry

DBF is committed to provide ministry that is clear and understandable within our cultural context...a ministry that is careful not to erect unnecessary barriers for those seeking the truth. This commitment will influence all of our ministry plans and practices.

Generational Discipleship Plan (See Appendix A) & Definitions

- **Outreach Events**

Events designed to develop relationships with un-churched members of our community. Examples: sports tournaments, school vacation camps, artist series, special outings-tours etc.

- **Community Involvement**

Each member will be encouraged to be connected with some secular community organization on a volunteer basis. Examples: Lion's Club, coaching hockey, teaching piano, working at the food bank etc.

- **Kid's Club/Better Together**

This would be a mid-week program for College & Career and Young Families in which the adults would have an Equipping program while the children (0-11) have an Establishing Kid's Club. It would be staffed by older adults and teens.

- **Mid-Week Worship**

This program, offered once a week, during the day would include traditional worship and teaching and would be staffed largely by staff and retirees.

- **Fellowship Events**

These activities are meant to foster community across generational lines. Examples: Fellowship Meals, Square Dances, Picnics etc.

- **Life Courses**

Sessions designed to address specific issues. Examples: Substance Abuse, Grieving, Single Parenting, Parenting, Marriage Enrichment, Finance Management etc. These six-week groups would be offered as seems appropriate.

- Discovery Courses

These equipping courses will include training in Membership, Baptism, Marriage Preparation, Evangelism, SHAPE etc. These six-week courses would be offered at regular intervals over the course of the year.

- Seasonal Program

These children's programs would be season specific and include drama and music.

Examples: Christmas Pageant, Easter Program etc.

- Gender Programs

These adult programs are intergenerational, gender-specific and allow for fellowship and gender-focused ministry and outreach.

- Mentoring

These adult relationships match mature believers with new believers with the objective of fostering one-on-one discipleship.

Expectations

In an effort to be consistent with our value of Balanced Lifestyles, a typical week for a member would include one activity from each of the discipleship categories. For example:

Child

- Seasonal program (evangelism & ministry service)*
- Kid's Club (establish & encourage/mid-week)
- Kid's Church (establish/Sunday)

Youth

- Community Involvement (Evangelism/mid-week)
- Youth Group (Establish & Encourage/weekend)
- Discovery Course (Equip/mid-week)*
- Kid's Club (Ministry Service/mid-week)

College & Career...

- Community Involvement (Evangelism/mid-week)
- Better Together (Establish & Encourage/Mid-week)
- Youth Group (Ministry Service/Sunday)
- Worship Service (Establish/Sunday)

Mature Families...

- Community Involvement (Evangelism/Mid-week)
- Worship Service (Establish/Sunday)
- Small Group (Equip & Encourage/weekend)
- Kid's Club (Ministry Service/mid-week)

Retirees

- Special Outing (Evangelism/Mid-week)*
- Worship Service (Establish/Sunday)
- Mid-Week Worship (Equip & Encourage/Mid-week)
- Better Together (Ministry Service/Mid-week)

*Offered only occasionally

Current Considerations

Season of Sabbath

This year has been an opportunity to Rest, Restore and Re-vision. The following dates set a path for transition from Sabbath to Mission.

- January, 2008 Elders review Draft #1 of Ministry Plan

- February, 2008 Elders accept Draft #2 of Ministry Plan

 Congregation briefed on Draft #2 of Ministry Plan

- February 17, 2008 Congregational input required by this date

- March, 2008 Congregation accepts Draft #3 of Ministry Plan

- April, 2008 Ministry Coordinator hired

- May, 2008 Key leaders recruited

 Ministry Coordinator works with key leaders in planning

- June, 2008 Staffing and training of staff

Prayer and Fasting

It is imperative that we spend time in prayer and fasting concerning this plan. Perhaps...

...a Saturday in January, between the Elder deliberations of the first and second drafts, and then again, a Saturday in February between the Member deliberations of the second and third drafts.

Program Roll-out

It is not realistic to assume that we can start all of these ministries this fall. The following is a suggested progression (timelines omitted) that could be followed as the church grows and develops.

Phase 1 (Start this fall)

- One adult outreach event
- One child outreach event
- One youth outreach event
- Worship Service/Kid's Church (Children 0-11)
- Better Together/Kid's Club
- Youth Group(s)
- Mid-Week Worship
- Small Groups
- Fellowship Events
- Discovery Courses
- Gender Events
- Mentoring

Phase 2 (Sequentially roll-out over time)

- Additional outreach events/programs
- Sunday School
- Life Courses

Church Staff

In order to oversee this level of ministry, the following staff would be required.

Effective May 1, 2008:

Administrative Assistant (10 hrs/week)

Ministry Coordinator (20 hours/week)

Senior Pastor (45 hours/week)

Effective September 1, 2008 (Phase 1)

Administrative Assistant (10 hrs/week)

Ministry Coordinator (20 hours/week)

Worship Leader (15 hours/week)

Senior Pastor (45 hours/week)

Effective Phase 2

Administrative Assistant (20 hrs/week)

Ministry Coordinator (40 hours/week)

Worship Leader (15 hours/week)

Senior Pastor (45 hours/week)

Building Project

A DBF-owned centre of worship is a critical need. Clearly, there is a growing weariness with the inconveniences related to using the school. After a careful analysis of the costs related to erecting our building on our lot, a plan needs to be established that will chart a detailed and timely course to its construction. If, after analysis, the current plan appears to be out-of-reach, alternatives need to be explored so that a worship centre is realized within the next two years.

Membership

In order to move forward a Membership Course needs to be developed that will include:

- Articles of Faith
- Governance Model
- Plan to Protect Curriculum
- The Ministry Plan
- Member Expectations

It is recommended that only members be permitted to:

- Head a ministry (Kid's Club, Sunday School, Youth Group etc)
- Teach scripture in any ministry
- Hold a Governance Position (Elder, Deacon)
- Lead worship

Other ministry roles could be held by non-members such as:

- Teaching assistant
- Member of a worship team
- Greeters
- Visual Technician
- Audio Technician