



# On God's Team

Knowing How God Has Designed Us  
and Where God Has Called Us.



**East Taieri Church**



# Your Place On God's Team

At East Taieri Church we have a lot of things happening and a lot of people serving in different ways. There are people serving regularly, every week of the year. When we have events, really good numbers of people volunteer. That is fantastic.

There is a gap though. We might have a number of ministries and groups all working in the same area (say, community ministries) but there is no team overseeing that area, coordinating what is happening, or dreaming about what might be possible.

The elders and staff believe a key to our future effectiveness is identifying our "core ministries", providing leadership in those ministries and coordinating and supporting all of the related groups. We have talked about this for some time (including the last two AGMs) and are now keen to make that move.

In this wee booklet, we will describe those core ministries. "Core ministries" are those things an effective church must do well – the basic functions of a church – any church.

We already have a lot of people serving. This is not primarily a recruitment drive. There might be other people who will consider where and how they can be involved, but it is more a matter of people having a sense of their God-given design and calling and serving in the area that can give them the greatest satisfaction. It is about building teams of people who work together knowing that they are doing Kingdom work and are part of what God is doing in our community.

We are also not assuming that everyone serves within the life of the church. We need Christians whose primary area of service is their family, neighbourhood, community organisation or workplace. The important thing is that we know where God has called us and we are doing it.

## Leadership

But it is about leadership. We want to form Core Ministry Teams – teams that can oversee those core ministries. We believe there is a gap in our leadership structure. Our prayer is that there are people who have a passion for a particular area, who dream about how that might be done really well, and are willing to be part of a leadership team.

At the moment, we have lots of groups and ministries, each with someone leading. But who do those leaders refer to? Everything defaults back to the staff – the pastors, but when it comes to actually making things happen, very often everything defaults back to the office staff. That model is unsustainable, especially when there is some uncertainty about our future leadership. We are having trouble finding a new Senior Pastor. Is the model changing? Is God calling churches to develop leaders instead of importing them?

We need another level of leadership. We need teams that give leadership in the key areas of the life of the church. This is a very typical leadership structure for larger, and busier, churches. East Taieri Church used to have “Clusters”. We really are just resurrecting that.

The reality is that our paid staff are at capacity – in fact, stretched slightly beyond capacity. That is not good for them or for us as a church. It means we are at our limit. We would struggle to grow beyond this point.

It might be that we have become too reliant on our paid staff when our mission as a church is actually to grow everyone into their ministry, and to develop leaders. If we can delegate leadership, but with all the support of the staff, and teams are encouraged to see potential and raise up new leaders, we will be doing what God has called us to do.

If we do get a Senior Pastor, this is still a good model. It is about delegating leadership, growing teams, and developing new leaders.

There is a description of what Core Ministry Teams might do, below.

That is followed by information about the Core Ministries that the elders believe we should focus on first. There are other possibilities, but we can develop this over time.

There is also study material to accompany the preaching in February that can be used by yourself or in your Life Group.

Please read through this booklet prayerfully and thoughtfully. Listen for what God is saying to you.

What aspects get your heart pumping a little faster and fire up your imagination?

We will be keen to hear what you believe God is saying to you. We will have an opportunity for responses at the end of the month. There is no pressure. It is just a case of all of us seeking to be obedient to whatever God says.



# The Role of Core Ministry Teams

Whatever their area of ministry is, the role is...

1. **Understand it.** Study it. Be the experts.
2. **Champion it.** Keep us focused on it and resourcing it.
3. **Teach it** to the church.
4. **Organise it.** Events. Resources.
5. **Build a team.** Recruit. Help people serve where they are gifted.  
Train.
6. **Have a plan.** Be strategic about all of the above.

Core Ministry Teams will be trusted to oversee their segment of the life of the church. They will have considerable autonomy, but they will report to the elders and be responsible on a day-to-day basis, to the staff.

Each team would be expected to reflect the core mission and values of the church and to manage their own budget, but, within that, to dream dreams and make things happen. And the staff will always be available to support and help.

# What Are Our Core Ministries?

The ministries identified by the elders are:

- Worship
- Discipleship
- Fellowship
- Community Ministries
- Evangelism
- Resourcing For Mission (property, finance, management)
- Prayer
- Hospitality
- Children & Families
- Youth
- Senior
- Fairfield

More explanation is given on the following pages.

Under each of the Core Ministries we have listed the current “branch ministries”, that is, the individual groups and teams. We hope this is correct. If you spot a mistake, e.g. something overlooked, please let us know.

# Worship

## Description

*Everything to do with our worship services and worship events across the whole church. Mirroring Jesus' times in synagogues and the Temple and in private time with His Father.*

Worship is much broader than worship events. The dedication of our lives to Jesus is an act of worship but those broader aspects are covered by the other Core Ministries. This ministry is about the times we set aside specifically to be in God presence, worshipping and listening.

## Current Branch Ministries

- 10:00 a.m. service
  - Music team
  - Young people's music team
  - Tech team
  - Teaching team
  - Service leaders
  - Special service (e.g. Christmas Day)
- 2:00 p.m. service
  - Service leader
  - Musicians
  - Choir
  - Teaching
  - Flower team
- Fuel
  - Service leaders
- Night Church
  - Musicians
  - Teachers
  - Planning team
- Worship Nights
  - Music team

Our worship services rely on various support function: prayer, hospitality, leadership, administration, technology... And we provide different worship opportunities for Fairfield, our young adults, and our seniors. There are multiple intersections, and it is similar for each Core Ministry.

# Discipleship

## **Description**

*Growing Christians to spiritual maturity. Mirroring Jesus' ministry to the disciples and the wider group that had chosen to follow Him.*

*We have been commissioned to make disciples. That involves bringing people to faith in Jesus (see Evangelism below) and bringing people to maturity in Jesus.*

## **Current Branch Ministries**

- Various Life Groups
  - Life Groups could also be listed under Fellowship, Serving, Evangelism, even Worship. They are here because their number one purpose is to grow people in their faith.
- Night Church
- Chapel
- Library
- Explorers courses
- Mentoring programmes
- Pathways course

# Fellowship

## Description

*Being a family. Relationships; loving one another; caring for one another; having fun together; sharing our lives and possessions. Mirroring the community that Jesus established and the “one another” commands that He gave.*

*Pastoral Care is a huge part of our being a family and caring for each other.*

## Current Branch Ministries

- Fuel
  - Breakfast team
  - Pastoral Care team
  - Life Groups
- East Taieri
  - Various Connect Groups
  - Various Coffee Groups
  - Pastoral Care team
  - Catering team
- Morning tea team (10:00 a.m.)
- Afternoon tea team (2:00 p.m.)
- Food providers (Night Church)
- Mission Fellowship
- Social events team?
- Coast
  - Kai On The Coast team

# Community Ministries

## Description

*Meeting real needs in our community in the name of Jesus. Mirroring Jesus' crowd ministry: loving, befriending, healing, teaching, caring for the poor and disadvantaged, etc.*

*Fellowship includes our caring for one another but we also care for people beyond the church because Jesus did. Our love for people reveals God's love for them.*

## Current Branch Ministries

- Painting group
- Bible in Schools
- ET Cares (firewood)
- ET cares (meals)
- Funerals
- Weddings
- Little Groovers
- Marriage course
- Marriage Preparation course
- Sugar and Spice
- Turning Point Counselling
- Various rest home services
- Fuel
  - Mainly Music
- Via SHFT
  - Mid-winter dinner
  - Carnival
  - Connect For
  - Dynamite
  - R@ndom
  - Ground Zero
  - Summit
  - Challenge
  - School chaplaincy
  - Faith & Food
  - Youth Group
  - Shop 'N Taieri

# Evangelism

## **Description**

*Sharing the gospel and encouraging people to follow Jesus (give their allegiance to Jesus). Mirroring Jesus' call to follow Him.*

## **Current Branch Ministries**

- Evangelism think-tank
- Alpha team
- Christmas Outreach planning team
- Kidsown
- Vible
- Global Missions

# Resourcing For Mission (Property, Finance, Management, Administration)

## Description

*All that is required to “make stuff happen” and happen to a high standard. Coordination, Communication. Planning, Organisation, etc..*

*Plus the provision and management of finances, buildings and equipment*

*Jesus showed practical management skill organising the feeding of the 5,000, managing the training of the disciples, organising their mission trips, etc.. There are also multiple biblical examples of trusted managers being put in charge of a household, or a king’s estate.*

*Jesus’ ministry was supported by women who provided money (Luke 8:1-3).*

*All of those practical things make ministry possible.*

## Current Branch Ministries

- Admin
  - Manager
  - Administrator
  - Infoodle data entry
  - Social media coordinator
- Buildings & Equipment
  - Ad hoc teams the manager calls on as needed
- Faithful people who work around the building and service our equipment with no fanfare.
- Mission Facilities Group
- Finances
  - Finance team
  - Treasurer

# Prayer

## Description

*Promoting and encouraging both corporate and personal prayer. Prayer training and events, resources. Nothing happens without prayer.*

*Being a prayerful church mirrors Jesus' example of prayer and, as another example, Paul's constant prayerfulness.*

## Current Branch Ministries

- Prayer team
  - Praying for the service and individuals
  - Training in prayer
- Prayer retreats
- Prayer Chain
- Prayer breakfast



# Hospitality

## **Description**

*Making people feel welcome, loved and appreciated by catering for them in ways that make them feel special. Jesus was the master at that and is our example. Warm, generous hospitality makes a huge impact on visitors and newcomers.*

*But it is an equally important part of our fellowship – sharing meals together, opening our homes etc.*

## **Current Branch Ministries**

Some of these teams provide for our own events so could be listed under Fellowship. They are mentioned here because Hospitality should perhaps primarily be seen as welcoming strangers.

- Welcome Team (10:00 a.m.)
- Coffee ministry (10:00 a.m.)
- Morning Tea Team
- Catering Team

## (Leadership)

Leadership is crucial, but we are not proposing setting up a Leadership Core Ministry Team at this stage. There are people and groups already giving overall leadership (see below) as well as those leading at the group and team level. Leadership development will initially be overseen by the staff. Maybe we will have a team in the future.

### **Description**

*“Everything rises and falls on leadership” (John Maxwell). Leaders help people move from a to b. Leadership and leadership development are key functions of a church.*

*The Bible is full of leaders. Some were very good; some were very bad. The greatest of them all was Jesus. How can we grow Christ-like leaders?*

### **Current Branch Ministries**

- Elders
- Ministry Leadership Team (MLT)
- Fuel Leadership Team
- Saddle Hill Foundation Trust (SHFT) Board
- Ministry Conference

# People Groups

Then there are the “demographics” that deserve focused attention (see the table below, although there are many more possibilities). We have teams that are strategizing how best to minister to these groups.

Because of the ways our ministries intersect, no branch ministries are listed here because they have already been listed, but they all minister to, and support, these people groups.

That’s it. Those are what we see, initially anyway, as our core ministries.

Ministry Functions	Support Functions	People Groups
<ul style="list-style-type: none"><li>• Worship</li><li>• Discipleship</li><li>• Fellowship</li><li>• Community Ministries</li><li>• Evangelism</li></ul>	<ul style="list-style-type: none"><li>• Admin &amp; Resourcing</li><li>• Prayer</li><li>• Hospitality</li></ul>	<ul style="list-style-type: none"><li>• Children &amp; Families</li><li>• Youth</li><li>• Senior</li><li>• Fairfield</li></ul>

Some of those won’t interest you at all. They would not be a good fit for you. Others might be exactly where you see yourself.

We want to help you discover (or confirm) where God has called you and how He has equipped you. The greatest satisfaction comes from serving in the role God has perfectly designed us for.

To that end we have also prepared study material to accompany the February preaching, and aids to help us discern our gifts, passions etc.

# Ministry Leadership Team

Our hope is that we can establish Core Ministry Teams and, over time, identify a leader in each team. Those leaders would meet maybe three or four times a year so that everyone knows what the others are planning, and can work together, as well as brainstorm together etc. When we create these Core Ministries we do not want siloes that just do their own thing without reference to the other Core Ministries.

There is a Ministry Leadership Team now but, with the lack of Core Ministry Leaders, that now involves only staff. We really want other key leaders involved in the leadership of the church. The proposal therefore is that the current MLT meeting, which happens fortnightly, becomes the “staff meeting”, and the much less frequent meeting of the Core Ministry Leaders becomes the “Ministry Leadership Team”.

There a real advantage in having the leaders of key areas regularly involved at a leadership level, for them to be part of the thinking and planning, and for staff, and the other Core Ministries, to know what the dreams and plans are, where help is required etc.





5. Do you agree with this statement: “When Jesus called people to follow Him, He was building a team. When Jesus calls people now to follow Him, He is building a team.”
  - a. What does that mean for you?
  
6. Give yourself a score between 1 and 10. To what extent are you bearing the type of fruit Jesus talked about?
  
7. Are you conscious of the good works that God has prepared in advance for you to do? What is it you believe God has called you to?
  
8. The phrase “Well done, good and faithful servant” occurs in the parable in Matthew 25:14-30. Read that parable, note what God says to you, then talk to Him about that.

# Study 2: Your Position On God's Team

It is one thing to be on God's team, but it is another to know what position you play on God's team. We are all unique. God was created you with gifts and skills and experience that have shaped you for a particular type of serving.

Serving using your gifts and passions is far easier and far more satisfying.

**1.** Read 1 Corinthians 12:12-31. Write down some of the key things Paul was saying to the church using the body image.

**2.** Verse 27-31 list some gifts.

a. How do you understand each of those gifts? Are there some you need to research?

b. What is the significance of "each one of you is a part of it"?

c. Why does Paul ask if everyone has any particular gift? What is the implied answer?

3. Romans 12:4-8 contains another list of spiritual gifts.
  - a. Are there any there that you need to understand better?
  
  
  
  
  
  
  
  
  
  
  - b. What are the implications of Paul saying, "If your gift is xyz, then do it"?
  
  
  
  
  
  
  
  
  
  
4. Besides spiritual gifts, what make you who you are (e.g. personality type, past experiences, the things you are passionate about)?
  
  
  
  
  
  
  
  
  
  
5. Given all of those things, complete this sentence: "In terms of serving God, I am most interested in..."
  - a. "...and when I have done the following types of things, I have seen God at work through me".
  
  
  
  
  
  
  
  
  
  
6. Spend time talking to God about what you have discovered.





4. We considered the body image for the church in the last study, mainly considering that individually we are all different. But what does the body image say about how the church is to operate? Read again 1 Corinthians 12:12-31 and Romans 12:4-8.
  
5. What does 1 Corinthians 14:26 say about our gatherings in the light of how God has designed the church to work?
  
6. Ephesians 4:9-13 contains another list of spiritual/leadership gifts.
  - a. What is the job of those people (v.12)?
  
  - b. What is the ultimate goal (vv.12-13)
  
  - c. Look down at v.16. Who makes the church grow?
  
7. Talk to God about anything that has come out of this study but also about the words “as each part does its work” (v.16)

**John 12:26:** My Father will honour the one who serves me.

**Hebrews 6:10:** God is not unjust; He will not forget your work and the love you have shown Him as you have helped His people and continue to help them.

**Matthew 25:21:** His master replied, 'Well done, good and faithful servant! You have been faithful with a few things; I will put you in charge of many things. Come and share your master's happiness!'





East Taieri Church