

Philosophy of Ministry – Calvary Chapel Chelmsford/Manchester
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Introduction

A philosophy of ministry is a description of why we do ministry the way we do. It does not describe goals and objectives, that would be a vision statement. Our philosophy of ministry integrates theology, values, priorities, and practices which serve to describe our day-to-day activities which glorify God in all we do (1 Corinthians 10:31). A clear and understandable philosophy of ministry guides us in selecting “likeminded people” to serve in leadership roles.

Theology – As a non-denominational church the desire is for the middle ground between Fundamentalism and Pentecostalism. We believe in the active ministry of the Holy Spirit and His gifts operating in a decent and orderly manner. 1 Cor 14:10

- The Bible is God’s complete and final revelation on all matters of faith and practice. Jn 10:35; 2 Tim 3:16; Heb 1:1-4
- The centrality and authority of the Person and work of Jesus Christ as being the head of the church. Jn 16:6; Eph 1:22; 2:20; Col 1:15-20
- The conviction that a proper knowledge of Jesus Christ and the Bible is essential to proper development and growth. 2 Pet 3:18
- The conviction that the family is the primary place for training children. Deut. 6:4-9; Eph 6:1-4
- The conviction that the primary role of the pastor is to equip people to be followers and servants of Jesus Christ. The pastor is first among many people that God uses to equip, train, and lead the local fellowship. Eph 4:11-16; 2 Tim 2:2; 1 Cor 12; Rom 12
- The conviction that the church has four primary functions to fulfill: evangelism (Mt 28:19; Acts 1:8), edification and teaching of believers (Eph 4:12-29; 1 Cor 14:4-5; Acts 5; Mt 28:20; Eph 4:11), worship (1 Cor 16:2; Heb 10:25; Col 3:12-17); social concern and justice (Lk 10:25-37; Mt 25:31-46; Deut. 10:17-19; Jam 1:27; 2:1-11, 15-17; 1 Jn 3:17-18).
- The conviction that all believers are priests. That each believer has access to God and can know Him directly. Rom 5:1-5; 1 Tim 2:5; Heb 4:14-16

Values – Values are an outgrowth of our theology and impact the way we do ministry.

- Christ likeness; being like Jesus.
- Intimacy with and enjoying God.
- Obedience and availability to God.
- The mercy of God; brokenness and humility in life and ministry.
- An intentional intergenerational community; sharing common life together.
- Servant leadership that is anointed by God and appointed by God, no church politics.
- Collegiate, collaborative, and intergenerational relationships in ministry and life.
- Physical and inner healing.
- Ministry that is simple, low key, with no hype or manipulation.
- Contemporary worship that expresses the heart, songs sung with passion.
- The family is the primary place to train and educate children.
- Age-appropriate bible education.
- People, not programs or things.

Priorities – As theology forms the foundation of our convictions, values shape how we live, priorities are what we do. Priorities are what we give out time, energy, and money to support.

- Worship – We desire Holy Spirit enabled worship in a style that is intimate, dynamic, contemporary, and life changing.
- Word – We want to study, teach, and obey the Bible.
- Prayer – We are committed to being an agent of change through prayer.
- Community – We seek to develop genuine, intimate, and lifelong friendships.

- Ministry – We believe all Christians are called to share the Gospel, and minister to the needs of others.
- Training – We aim to provide training for all aspects of Christian life and ministry.
- Sending – We aim to release those who have grown to maturity to be a blessing to the body of Christ and to start new works for the glory of God.
- Large Group Gatherings – Our weekend worship services are for expository bible teaching, worship, and prayer.
- Small Group Gatherings – We want many and diverse groups meeting across our region so people can be known and know others, to provide for discipleship and training, and to meet the deep heart needs of people.
- Fellowship – We encourage regular fellowship outside the church building and programs. Dinner together, helping with chores, doing a playgroup, sharing holiday meals are a few examples.
- Limits – We limit labor intensive programs to those that are necessary to support the vital life and mission of the church.

Leadership Requirements – It is our desire to select and develop people who embrace our stated theology/bible convictions, values, and priorities. Potential leaders should be a participating member of a small group for at least six months. The small group participation provides the context to be known and know others. It is the place we observe and test potential leaders. It results in ministry that is relationally based, leaders are grown from the inside out, and leaders who are released to ministry have experienced the nature and character of this local fellowship. Specific qualities:

- A perception of leadership not as a position, title, power, authority, respect, or privilege, but as a calling to service and self-sacrifice. Mk 10:37, 42-44; 1 Peter 5
- Personal relationship with pastor, elders, and other leaders; loyalty. Mk 3:14-15
- The ability to resist being bribed or bought; trustworthy. Ex 18:21
- Commitment to the Barnabas style of open, loving communication, to solving relational problems to processing anger constructively, to encouraging and building up, and maintaining confidences. Acts 4:36-37
- To be a team player, collegiate in disposition, with a heart for others to succeed. Phil 2:3-4
- A strong and loving marriage in which both the husband and wife sense the call to ministry. Acts 18:2
- Capable and respected; growing in godliness. 1 Tim 3:2-7
- Commitment to keep growing in knowledge, heart, and skill. 2 Peter 3:18
- Willingness to be judged by strict standards and to accept correction. James 3:1-2
- Love for the people without a desire to benefit personally at the expense of people. Jn 21:17; Ezk 34
- Commitment to duplicate yourself; to actively mentor an assistant. 2 Tim 2:2; Mk 3:13-15
- Commitment to doing excellent work, taking responsibility, proactive, and planning. Ezra 5:1-2
- A committed and cheerful giver who tithes to the fellowship. Mal 3:8-10

Pastoral Reflection – My desire is to have a philosophy of ministry which is easily observed in the ministry of Jesus Christ. My conviction is the only ministry which is empowered by the Holy Spirit is the one demonstrated by Christ, modeled by the apostles, and recorded in the Bible. As we, individually and corporately, follow the witness of Scripture as guided by the Holy Spirit, people are equipped to advance the Kingdom of God and bring honor and glory to the head of the Church, Jesus.

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