

MINISTRY GUIDEPOSTS 2.0 for Medway Community Church

Below you'll find core values and principles that guide our ministry decision making. These guideposts are our directional signs. It's not important that everyone can recite them from memory. What is important is that when they are stated or acted upon, church leaders (elders, staff, ministry heads) understand what they mean, and how they're applied. Guideposts can make many decisions easier and quicker.

1. **Semper Gumby**

- Always flexible, all plans are in pencil
- It's not why we adjust that matters nearly so much as the attitude we use to adjust

2. **Slaughter Sacred Cows**

- Beware of anything that reduces gospel effectiveness; allow nothing but the cross to have primacy
- Avoid dangerous repetition that may build little idols of tradition

3. **No Clutter**

- Simplify the physical (i.e. facilities, signage, bulletins)
- Streamline the non-physical (i.e. ministry teams, Sunday worship, discipleship process)

4. **Character Before Competence**

- Raw talents can be fine-tuned and enhanced, character is much harder to transform
- Godliness and Biblical "fiber" must be preeminent for both paid and volunteer leadership

5. **Communication More Valuable Than Votes**

- Strive for regular, frequent, transparent communication to the congregation
- For necessary votes, make every effort to fully educate the whole congregation beforehand

6. **Next Generation Minded**

- Multigenerational churches are the Biblical model; older members being served while serving and training the younger
- When two choices are irreconcilable, prioritize discipleship of younger generations

7. **Most Transformational Ministry Today Takes Place in Small Groups**

- Music, programs, and preaching may attract people, but relationships keep them
- The small-group context provides the best opportunity for discipleship and authentic community

8. **Restore Squeaky Wheels, Don't Simply Oil Them**

- Chronic complainers or gossipers should be lovingly confronted and rebuked unto restoration
- When an individual establishes the pattern of a critical spirit, give reduced weight to their opinions

9. **Insider Targeted, Outsider Friendly**

- Our worship and discipleship is aimed primarily at Christians
- Our worship and ministries should be user friendly and free from "secret" language/references

10. **Indigenous Leadership is Better than Imported**

- Anybody can look good on a resume
- The best strategy is often home-grown staff, developed from within

11. **Healthy Elders + Healthy Staff = Healthy Church**

- As the leadership goes, so goes the church
- Prioritize (with finances and activities) building a healthy, well-equipped church leadership

12. Risk Regularly, Fail Occasionally

- Be willing to take chances and dream big while we seek input and counsel from others
- Fail forward; foster a culture where it's understood success often comes by first falling short

13. Breathe Grace

- Assume the best until clear evidence to the contrary; personal grudges lead to corporate chaos
- The only thing that should cut off grace is grace itself (in other words, withhold mercy only when it builds unhealthy dependence or enables detrimental behavior)

14. Vision is the north star of decision-making

- If a new idea has no clear connect to the vision, set the idea aside
- Our vision statement is the backboard and every shot gets banked off this

15. Make it better

- There is no ceiling for excellence
- When you stop improving you start failing; keep asking, "what is the next step?"

16. What gets rewarded gets repeated

- People do what people see so reinforce what matters most
- To be unclear is to be unkind, so find opportunities to publicly celebrate – with clarity – important ministry victories

17. Leaders are called to lead; unchecked congregationalism caps growth

- Elder-led ecclesiology is the Biblical model for leadership and the preeminent quality for elders is discernment
- You cannot effectively make complex decisions in a large group; agility and flexibility allow for organizational advancement and growth

18. When it comes to leadership, get the right people on the bus

- Avoid leaders who bring drama; the inevitable result of carrying the wrong people is that you penalize the right people
- Self-focused staff sabotage outward-focused ministry (i.e. we have a ministry, we don't hire one.)

19. Delegation is leadership development

- Multiply volunteers because active servants often become passionate evangelists
- Failure to share ministry robs others of an opportunity for spiritual growth

20. Hold it loosely and replace yourself

- Sacrificial leadership understands if the ministry is not about you it can then outlive you
- Lead by holding a towel (serving others) not a clipboard (grading others)

21. Take it personally

- Think like an owner, not a renter
- Don't imagine you are above the little things; pick up the litter yourself

22. Preserve trust at ALL costs

- Trust by definition is a renewable resource; it constantly expands unless it's violated
- Character is the will to do what is right regardless of personal cost

23. Better to BE great in the long-term than SEEM great in the short-term

- Revolutionary results come by an evolutionary process
- A key question: Is my life the best possible answer to Christ's Great Commission?



(Unanimously Approved by the Board of Elders 02/2017)