



Manual for New Directors of Missions in Oklahoma

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Welcome! The Oklahoma Directors of Missions Fellowship (OKADOM) (www.okadom.com) welcomes you to your new assignment! We commit to pray for and encourage you in every way we can and look forward to your adding significantly to the substance of our work.

The work of the Director of Missions in Oklahoma is perhaps the least well defined position in Southern Baptist life. As a result, it is often difficult for a new DOM to measure his effectiveness since you are perhaps not exactly sure what it is you are supposed to be doing.

Your basis for this assignment is obviously your Call from God. Your Association will also obviously have certain expectations; however, the long term effectiveness of your work will depend largely on your leadership. This manual is an attempt to assist you in the development and implementation of that Leadership Vision.

First things first

(Suggestions for the first week of new ministry by a new DOM)

- Begin a record system to keep track of visits and contacts
- Get acquainted with associational staff
- Include family members (spouse and children)
- Develop staff profiles
- Let the staff educate you on the overall schedule and office processes
- Learn staff's view of their specific responsibilities
- Develop pastor profiles - add to each as you visit
- If possible, meet with your predecessor(s)
- Seek out one or two mentor DOMs
- Begin a log of what you have preached and where
- Take a windshield tour of the geographic area
- Begin to develop a list of service times for each church
- Practice balance from the beginning; don't spend all of the first week out of the office, or only in meetings

- Take stock of the reality that you are no longer a pastor
- Your role has changed
- Your family's role has changed
- Begin helping your wife adjust to losing her place as pastor's wife
- Learn from the beginning to respond, yet not to react

(Suggestions for the first month of new ministry by a new DOM)

- Make it a priority to visit your Churches and Staff and begin to build intentional, meaningful relationships with them. This takes time but will pay incredible dividends in the future
- Perhaps a series of breakfast meetings to interact with pastors
- Perhaps take guys to lunch as individuals or in groups
- Meet with team leaders and/or teams
- Create a filing system to store the information you will need later as you help pastors and churches
- Find a home church as quickly as possible
- Get acquainted with the histories of churches
- Call before visiting in services to make sure the pastor will be there
- Develop a knowledge of most direct routes to churches
- Develop a knowledge of location and best route to pastors homes
- Love your pastors, and get to know your laymen
- Learn the best way to communicate with churches and pastors
- Consider preferred method of communication for each person → Phone, text, Facebook, email, snail letter, etc.
- Take stock of the personality of the area; each association has its own personality

(Things NOT to do)

- Don't "die on every hill"
- Not every battle is your battle
- Don't make big changes too soon

(Misc. thoughts)

You will probably spend your early weeks and months discovering the operational functionality of your Association; that is, what ministries/activities the Association is currently engaged in and adapting yourself to serve within that model.

As you gain understanding and influence, you will probably feel the need to "make some changes". You already know the prizes and pitfalls that action offers. What basis will you use to make these changes? Many are useful but here is one of the best:

What is the Purpose of your Association?

The answer to this question is not a pre-existing "Purpose Statement" unless that Purpose Statement is, in fact, the true and actual way in which the Association functions. Operational and effective Purpose Statements must be **CCC** (**C**lear: understandable without further amplification), (**C**oncise: short) and (**C**onveyable: able to be quickly and accurately shared). Additionally they must be **S.M.A.R.T** (**s**pecific, **m**easurable, **a**ttainable, **r**ealistic, **t**ime specific).

The Purpose of your Association will determine both what you do and what you do not do. It will also serve as an excellent guide for measuring impact and effectiveness. (for more on Purpose Statements and/or associational restructuring, please contact the author).

Sample Purpose Statements from Associations in Oklahoma. All are good but as you read over them, ask yourself if they meet the **CCC** and **SMART** standards.

- The purpose of this Association will be to promote fellowship, cooperation in work, unity in faith, and to awaken and stimulate among the churches the greatest possible activity in evangelism, Christian education, and concert of action in carrying the whole Gospel to the whole world.
- This Association exists to Serve, Strengthen and Start Churches.
- This Association is a cooperating body of local Southern Baptist churches existing for the purpose of glorifying God by enabling each church to fulfill its unique mission for Christ and by providing channels for cooperative ministry.
- Enabling churches to effectively discover their purpose and design their ministries to influence their communities and to be on mission with the gospel of Christ in our world.
- The purpose of this Association shall be to assist the Churches of this Association in their entire Church program.
- Encouraging Churches to Fulfill Their Vision for Kingdom Growth.
- Our purpose is to fulfill the Great Commission: through the cooperation of local churches, by the power of the Holy Spirit, in the name of the Lord Jesus Christ, for the glory of God the Father.
- To connect with people and lead them into authentic and growing relationship with Jesus Christ by creating environments where people are equipped and encouraged to point up, point in, and point out.
- To promote the spread of the gospel within the bounds of this Association, to promote the extension of world missions, benevolences, and Christian education, and to cooperate with the Baptist General Convention of Oklahoma and the Southern Baptist Convention and their agencies, in an effort to carry out the terms of the Great Commission as found in Matthew 28: 18-20.
- A cooperating body of local Southern Baptist Churches existing for the purpose of glorifying God by enabling each church to fulfill its unique mission for Christ and by providing channels for cooperative ministry.

Simply put, you can't hit a target you can't see. A **CCC/SMART** Purpose Statement is a must.

As time passes, you will discover that your work has two main parts. The first is your personal ministry as a DOM and the second is the ministry of the Association. This second part also has two possible divisions: 1) the service your office performs for the Churches and 2) The Kingdom work the Churches do together.

Let's focus first on your personal ministry as a Missionary. The Holy Spirit will be your guide and assignment giver; however, here are some basic leadership qualities you may wish to pursue as you lead and minister:

[Entrepreneurial Leadership](#)

Idea-generating leadership scanning for the possibilities to further Kingdom work; asking questions, experimenting with new ideas, discerning what to keep and what to let go of in multiple situations; continuously seeking God's wisdom and waiting, when necessary, for opportunistic impact.

- Initiates opportunities - Scans the environment for opportunities; develops appropriate strategies to take advantage of opportunities; secures resources and time for exploring new ideas, asks questions and challenges the status quo, and shares learning from successes and failures across the association.
- Creates impact – Implements new ideas to create an environment for Kingdom growth; makes major adjustments that create continuous opportunities in an environment of rapid change.
- Communicates vision - Delivers visionary messages that engage and inspire associational leaders and others to act on Kingdom initiatives.
- Sustains impact - Positions association-wide resources to mobilize constituents around opportunities that drive sustainable results

Establishing Strategic Direction

Creating a clear picture of the destination for the association; helping others understand how and why things will be different when the destination is achieved, building commitment and inspiring action toward the destination.

- Creates shared mindset – Through God's revelation and the confirmation of truth in the hearts of God's people, the association leader envisions and describes the destination in a way that reflects the future needs of the local church; creates awareness of the current reality, and facilitates action towards closing the gap between the current reality and the destination.
- Defines a future destination – Creates a clear vision of the future state of the association; describes the destination in a way that reflects future needs, and makes the connection between what he is asking people to do and the activity of God.
- Engages others - Trusts in the Holy Spirit to convince God's people of His direction and communicates the importance of organizational beliefs and performance expectations - including boundaries for acceptable behavior, as well as success stories that illustrate God's continuous work within the association; gains buy-in as he bears witness to what God says and does in and around the association.
- Inspires action – Conveys the on-going movement of God in a way that moves decision-makers, leadership team members and the association's community to action; models organization's beliefs and values through behaviors.
- Applies broad strategic perspective – Considers and anticipates factors beyond the immediate situation including global context, economic, community, political, social and cultural implications on local church decisions; scans the environment for variables that God may use to impact long-term opportunities.
- Aligns organization to strategy – Uses the destination as a reference point in conducting day-to-day decisions and activities by helping others see the work of God in the association community through linkages between the destination, strategy, organizational capability and organizational beliefs; reinforces behaviors that are aligned with God's mission for the association, organization beliefs and expectations.

Achieving Kingdom Results

God is on mission to redeem humanity and He is the only one who knows how to do it. Therefore, under the direction of God's revelation regarding the mission of the local churches, demonstrate and promote a propensity for speed and action and a mindset that breakthrough results are achievable in His will; assuming accountability for results; expecting ever-increasing levels of success to be reached.

- Demonstrates passion for winning – Is energized by challenges and persists in overcoming obstacles and/or issues; models unwavering resolve to produce the best sustainable results; takes actions to address an issue or seize an opportunity without prompting.
- Resources churches to execute mission - Positions the association of churches for achieving higher and higher levels of performance and results; turns threats into opportunities; takes

advantage of new opportunities to evangelize and disciple; demonstrates optimism about the possibilities and the strength of the community of churches called together as an association.

- Sets ever-increasing higher associational standards – Continues to raise expectations for results and performance for self and others; creates a shared understanding of the best path forward to enable collaborative actions; consults with the association membership to focus quickly on high leverage and high impact actions.
- Models personal accountability – Measures self against ever-increasing high performance standards and delivers breakthrough sustainable results; taking personal responsibility for association-wide outcomes.

Facilitative Leadership

Ability to assist church leadership in fulfilling the mission of the local church through building internal and external networks that provide new opportunities, foster integration and collaboration, and enhance biblically-based decision making; facilitating key relationships across constituents that result in value greater than would have been achieved otherwise.

- Facilitates decision making – Contributes insights and sound problem solving to association-wide choices; brings critical decisions to the forefront, creates clarity and pushes for conclusions when necessary; provides resources and consulting support to ensure leaders and others share and leverage learnings from both successful and unsuccessful decisions.
- Shares information – Proactively shares information across the association and with external constituents; integrates own ideas and broader perspectives and creates solutions that provide growth opportunities.
- Manages multiple, critical relationships – Leads, sustains and leverages relationships and influential coalitions to support and drive long-term results; ensures that teamwork is rewarded across the association, encouraging and helping leaders find ways to increase integration and collaboration that yield greater results.

Now let's focus on the second part of your work which, as you remember, has two possible divisions: 1) the service your office performs for the Churches and 2) The Kingdom work the Churches do together.

Here are some reasons and rationales why this is valid ministry:

- The Association is the entity closest to the church and, therefore, is strategically placed to assist the individual church to reach its mission field (the church will carry out the Great Commission, not the Association or the Conventions!).
- The Association, cooperating at the local level, it is uniquely situated to be a model of cooperation to all other Christian organizations, for it follows the New Testament model of churches partnering together to encourage and equip each other, thus creating the best synergy among churches.
- The Association provides front line facilitation to help churches start churches to reach every ethnicity.
- The Association has the potential to enlarge the scope of ministry of each church as that church joins with others to meet needs and share Christ.
- The Association can have a laser focused plan that is customized for any church to help and encourage her ongoing commitment to Great Commission strategies (No "one size fits all" approach).

The best source for resources you will need to serve your Churches and to facilitate Kingdom work among your Churches is other DOM's in Oklahoma. Therefore, it is highly recommended that every January, you prayerfully pick 3-4 DOM's from the www.okadom.com website and schedule a day with each of them during that year. In addition to enhancing the quality of your new relationship, you will

each benefit from an "iron sharpening iron" experience. Testimonies from this practice usually focus not on copying what was seen but upon the synergy of the experience sending you home with a literal hotbed of new, ideas and plans for your association.

A list of currently serving Directors of Missions in Oklahoma may be found at www.okadom.com

As you move forward in your Leadership Vision, ask yourself these four questions (making notes below each one):

1. How has my Association served Churches in the past and how does she serve Churches in the present?
2. How will my Association served Churches in the future?
3. How have the Churches of my Association done Kingdom work together in the past and how are they doing it together in the present?
4. How will the Churches of my Association do Kingdom work together in the future?

Here are some additional resources for personal and professional development

Oklahoma Association of Directors of Missions (www.okadom.com)

Southern Baptist Conference of Associational Directors of Missions (www.sbcal.org)
(formal SBC DOM organization)

Network of Baptist Associations (www.nobasbc.org) (grass roots organizations of DOM's in USA)

Respectfully Submitted,

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Oklahoma Association of Directors of Missions

www.facebook.com/HeartOfMarriageEverlasting

www.southcanadian.net

www.accok.org

www.okadom.com

But God forbid that I should glory, save in the cross of our Lord Jesus Christ, by whom the world is crucified unto me, and I unto the world. Gal 6:14