

Watermark Community Church
“Calling all people to be fully devoted followers of Christ.”

**12 QUESTIONS
FOR NEW MINISTRY PLANNING**

New ministry efforts will be assessed in the framework of our church’s vision, mission, and values and how the new ministry contributes to the strategic plan. Core strategies at Watermark are to help people **Believe** in Christ, **Belong** to a church community (Watermark), **Be Trained** in truth (God’s word and practical life) and **Be Strong** in a life of service (to God, his people and the lost). At Watermark, we call these core strategies the **4Bs** “Ministry is looking for God’s activity and joining Him in it.” (Blackaby and King: Experiencing God.)

Our ministry development process desires to explore God’s work around us and confirm His activity. We seek a high degree of experimentation within our ministries, both new endeavors and those that have proven to be fruitful and sustainable.

We are committed to not beginning a new ministry until the Lord raises up leadership that is Godly, Gifted, and Passionate. The leader of a new ministry must be prepared to answer questions related to these 3 criteria.

Staff members equip and support the ministry efforts of the congregation. They desire to serve by helping to launch new ministries with the needed support to be effective.

The key players in the new ministry process are the Initiator, the Staff Point person, and the Leadership Team. The Initiator takes the initial steps toward developing the new ministry. The Staff Point person champions the new ministry effort through the development process. The Management Team and Trustees form the Leadership Team to consider each new ministry and encourage and guard the church’s core values and strategies.

The process to begin a new ministry begins with the initiator seeking a staff point person to assist in aligning the proposed ministry with the organized activities of the church. The initiator and staff point person examine the strategy, alignment with other ministries, and contribution to the overall strategies for the church. The attached 12 question form is filled out by the initiator. This is presented to the Management Team representative. After full management team approval and elder review, the new ministry leadership and staff point person develop a ministry pilot and subsequently assess how the ministry is functioning. The staff point person should be kept appraised on the ministry’s progress and effectiveness.

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Name _____

Phone _____

E-mail _____

Date _____

Ministry Name _____

Brief Description of Ministry (idea & purpose):

1. Which of the 4Bs would your ministry primarily focus on? **BELIEVE, BELONG, BE TRAINED, AND BE STRONG.** Be specific as possible.

2. Ministries at Watermark target **CITY** (Non-churched), the **CROWD** (Occasional attendees), the **CONGREGATION** (Regular attendees), the **COMMUNITY** (Maturing members), the **CORE** (Lay leadership) or some combination of those groups. Whom would this ministry serve and why?

3. Scripturally we can minister to **SPIRITUAL** needs (2 Cor. 5:18; Col. 1:28-9), **PHYSICAL** needs (Matt. 25:25-36; Matt. 10:42), **EMOTIONAL** needs (1 Thes. 5:14), **INTELLECTUAL** needs (Rom 12:2; Phil. 2:5), **RELATIONAL** needs (2 Cor. 1:12). On which of these needs would this ministry focus?

4. What services will this ministry provide to meet these needs?

5. What kind of team structure, skills, roles, and/or responsibilities will be needed for this ministry to be effective?

6. What type of leader or leadership will be required for this ministry to be effective?

7. What type of support will be required by this ministry?

8. What are the budget/financial needs required to get started and continue?

9. What kind of training will be required to begin and to continue?

10. What communication procedures need to be handled within this ministry, with the staff, with the church at large, and with those this ministry specifically serves?

11. What will be the process and time frame for feedback and evaluation as measured by the 5 C's: **COMMITTED** (To God, His Word, His Cause, His Purposes), **COMPETENT** (In Doctrine, In Doing), **CONNECTED** (To the body), **CONTRIBUTING** (in ministry with the body), **CREATIVE** (in ministry).

12. What is your vision of this ministry if there were no limits for growth, expansion, and continued leadership? How would you develop and recruit continued leadership?