



Ministry Community: Managing and Developing Leadership- April 04

I'm Dan Jordan, the Associate Pastor of Worship and ABF's at Calvary Baptist Church of South Bend, Indiana. You may have seen our neighbors on TV (Notre Dame's golden dome is visible out our front doors).

Calvary Baptist Church was incorporated in October, 1906 and has been at its present facility since 1973. We minister to 300-350 people at two "blended" Celebration services on Sunday mornings with Sunday School (children)/ABF between them.

There are eight affinity-based ABFs. Seven are based upon seasons of life and one is gender segregated. Most of them have been in transition over the last five years from being teacher-centered Sunday Schools to being functional ABF's. The eighth was founded as an ABF in 2003 for young married and engaged couples.

Three years ago we converted our Sunday Evening service to Ministry Community (or Leadership Community) which occurs from 5:30-7:30 PM. The need for Ministry Community became apparent and necessary as we transitioned to intentional disciple-making through the T-NET (Training Network) process during the last nine years.

Ministry Community is where we "equip the saints for the work of service, to the building up of the body of Christ" (Ephesians 4:12). Many pastors want to equip their lay ministers – but how? Many lay leaders want to keep growing in their faith and abilities – but when? The 1st and 3rd Sundays are for leaders of Adult ministries (ABF's & Small Groups). 2nd Sundays are for leaders of children's ministries (Sunday School & Children's Church), and 4th Sundays are for all AWANA leaders. Any 5th Sunday is for a "Family Reunion" (all church fellowships)!

Ministry Community allows us:

1. To disciple the disciplers. Everyone is accountable to someone in his/her spiritual journey.
2. To organize the team(s) and keep "loose-cannon" approaches from running wild.
3. To upgrade skills.
4. To ensure apprenticeship training through transferable qualities.
5. To sharpen the vision and tighten the unity.

The three segments of Ministry Community are:

1. Vision – plenary, includes nurture, vision-casting, cross-pollination, announcements.
2. Skills – sub-groups of ministries, accountability, training, goal setting, adjustments, follow-through.
3. Huddle- planning meetings for the servant-leader teams.

I schedule only two ABF teams at one time to meet with me at Ministry Community. Having all eight every time is inefficient for them and overwhelming for me. We have a general vision plenary which is applicable to all at any time. Our skill development sub-groups are defined by the ministries in the ABF (teaching, assimilation, caring, outreach). After this, everyone returns to his/her ABF team for a huddle of planning and praying.

Most comments are positive toward Ministry Community. One CBC lay minister stated that, "If you always do what you've always done, then you'll always get what you've always gotten. Ministry Community is the 'something different' that we needed".

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