



Gymea Baptist exists to see people:

Empowered to love God
and engage the world.

Empowered

1. **Connect** with a loving community.
2. **Experience** God in worship.
3. **Grow** in the knowledge of God and His Word.
4. **Serve** others through spiritual gifts and resources.



Engage

1. **Share** Jesus through our relationships.
2. **Act** for justice locally and globally.

This Vision, Ministry and Direction document is seeking to clarify and define the activities of our church. The following paper seeks to achieve this purpose and has been developed by the staff and leadership with a number of values and ideals in mind. The following is a summary of these ideas:-

- 1. Incorporate previously articulated direction and outcomes** – Over the past few years the staff has had several discussions around the question of “core-scores” and ministry outputs for our church. This paper seeks to put this material together in a coherent and systematic format for our entire ministry. This is not an attempt at new ideas but rather distilling already agreed upon concepts and directions.
- 2. Outcomes focused** – Over the past two years as a leadership we have looked to understand how we can be outcomes focused in our ministry and not activity or input focused. This has led to defining more clearly what outcomes we are seeking and to define them in measurable terms.
- 3. Looking to build process** – for most people coming into our church there is a process of making decisions, accumulating knowledge and growing relationships. Without trying to develop a prescribed formula this document seeks to build on the idea of process so that a logical set of steps are outlined in our ministries.
- 4. Clarity** – much of what we have talked about in the area of vision, mission and values has tended to be too long and too complex. The end result is that it is neither memorable nor easily applicable across our church’s ministries. This document seeks to bring clarity to our direction.

5. **Measurable** – much of what we have sought to articulate in our visions has not allowed for clarity nor has it had measurable outcomes. We have used surveys and collected a set of statistics but they have tended to be disconnected from our vision and goals. This document seeks to communicate our vision and direction in measurable terms - qualitative, quantitative and with specific “signposts” - so that we can measure how effective we are.
6. **Meaning across the whole church** – The vision, ministry and direction we adopt needs to be able to relate to all areas of our church and for each ministry area to be able to use this as a tool for their planning and direction.
7. **Teamwork** – we have often had the reflection that, especially as a staff, we have not functioned as a team so much as colleagues working in the same church but doing different ministries. We are seeking to overcome this with a document that draws our leadership together so that we are seeking to work together to the same ends but in different areas of ministry. The integrated approach used in this document seeks to build a greater level of teamwork.
8. **Inspiring** – we don’t want a dead document that sits on shelves or is hung on a wall with no discernable impact on the life of the church. We are looking to build an inspiring document that reflects God’s heart for our church and inspires prayer, devotion, active ministry, mission and celebration at seeing God’s hand at work.
9. **Unity** - across the church in faith, belief, action, values, ministry direction and purpose.
10. **Define** - what we do and how we structure our church. (This impacts what we continue to do and decide not to do.)

Love God

Loving God is at the heart of all we do. We seek to be an active church in response to the love that God has shown us through Jesus.

Empowered

The ministries of Gynea Baptist Church seek to empower people to grow in their relationship with Jesus and become more like Him. Under the ministry of the Holy Spirit, we aim to provide a supportive and formative environment where people can be empowered by godly faith.

This process of “empowering” people we believe has four distinct areas of ministry:–

- 1) Connect with a loving community**
- 2) Experience God in worship**
- 3) Grow in the knowledge of God and His Word**
- 4) Serve others through spiritual gifts and resources**

In each of these areas we are seeking to see specific outcomes in our church and people’s lives:-

I. Connect with a loving community

How: - developing deeper relationships in smaller groups of our church such as – ministry specific areas, small groups and teams.

Outcomes:

- People are loved, cared for and encouraged
- Deeper relationships exist within our church characterised by openness, respect and forgiveness
- Differences are respected and people are valued, supported and accepted
- People see our love for each other and know that we are God's disciples
- New attenders experience a warm, open and welcoming community

2. Experience God in worship

How: - Gathering together consistently to participate in meaningful worship through music, prayer and the Bible.

Outcomes:

- People are more consistent in their attendance at worship services
- People are challenged to grow in their relationship with God
- Greater opportunities for participation in relevant expressions of worship

3. Grow in the knowledge of God and His Word

How: - Gaining a deeper understanding of God's Word and how it applies to daily living.

Outcomes:

- **People will...**Grow in their personal knowledge of basic Christian doctrine
- **People will...**Understand how to read and use the Bible well
- **People will...**Embrace the basics of the Christian life
- **People will...**Apply the Bible's truth to their everyday lives
- **People will...**Experience a closer walk with God and ongoing Christian maturity

4. Serve others through spiritual gifts and resources

How: - Identifying and exercising spiritual gifts and resources to benefit others.

Outcomes:

- People have an understanding of spiritual gifts
- Everyone serves others in some way in a specific ministry area
- People recognise the range of resources they have and use them for the benefit of others
- People understand how they can contribute to the life of the church and do so

Engage

As well as the process of being empowered and growing in maturity in Christ we desire for people within our church to be engaged in the world. Christian faith and community is not an end in itself but rather drawing us to be part of Gods' work in this world and in other's lives.

We are seeking to enable people in our Christian community to engage the world in the mission given to the church. The two expressions of this mission are:

- 1) Share Jesus through our relationships**
- 2) Act for justice locally and globally**

These are not mutually exclusive. They are like the two wings of one bird, both essential for the bird to fly. In the same way both of these aspects of mission are essential for the church to achieve its mission.

The outcomes of these areas are defined in the following ways:-

I. Share Jesus through our relationships

How: - Initiating opportunities to share Jesus in our relationships

Outcomes:

- **People will...**Develop a wider range of relationships outside the church
- **People will...**Understand their relationship with Jesus well enough to explain it to others
- **People will...**Share their personal faith in Jesus with others through connected relationships
- **People will...**Be able to lead others into a relationship with Jesus
- **People will...**Introduce others to a wider faith community of friendships

2. Act for justice locally and globally

How: - Recognising local and global need and giving our time, skills and resources to redress injustice.

Outcomes:

- Growing number of people involved in justice & missional ministries
- People are serving in practical ways, locally and internationally
- Ministry areas incorporate a justice & missional focus into their activities
- Growing awareness of justice issues