

Starting New Ministries 開展新事工

The Process 流 程

You (Leader) 你 (領導人)

- Receive a New Ministry Idea from God
從神得到一個新事工的構想

New Ministry Team (Guide) 新事工小組 (指導人)

- Qualify the New Ministry Idea & the Leader
審查此項事工的構想和領導人

Together (Leader & Guide) 一起 (領導人和指導人)

- Define the ministry, find the Planning Keys to a successful ministry
確認這個事工的定義/範圍/定位及成功的主要關鍵
- Identify & Introduce to area of the church that the ministry will fall under
認定並連結這個事工，給教會中適屬的部門單位或範疇
- Conduct Trial Run to see the impact in the church 先測試推行，看對教會的影響如何？
 - will anyone show up? will many show up? 會有任何人參加嗎？會有很多人參加嗎？
 - can we build a leadership team? 有可以建立一個領導團隊嗎？
- Evaluate Trial Run to see what we have learned, make Adjustments
評估試行的結果，及從這結果看看我們學到些什麼，並做適度調整
- Launch the ministry to the "Public"

正式推出此項事工給全教會 (全面性的推出這項事工)

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The Stages 工作階段

1 Qualification Stage 審查階段	2 Introduction Stage 入門階段	3 Core/Team Leadership Stage 引導階段	4 Trial Run Stage 試行階段	5 Recruitment/Assimilation Stage 招募同化同工階段	6 Launch Public Stage 全面推行階段
Information Gathering 初步瞭解	Planning Questions 問題設計	Planning Questions 問題設計	Planning Questions 問題設計	Planning Questions 問題設計	Planning Questions 問題設計
1.Name Details 名稱細節 2.Idea Details 觀念細節 3.Service 服務項目 4.Commitment 委身意願 5.Decision Point 決定關鍵	1.Purpose 目標 2.Target 標的 3.Needs 需求 4.How 如何	5.Leadership 領導 6.Team 團隊 7.Training 訓練 8.Support 支援	1.Purpose 目標 2.Target 標的 3.Needs 需求 4.How 如何 6.Team 團隊 8.Support 支援 10.Evaluation 評估	5.Leadership 領導 6.Team 團隊 7.Training 訓練 11.Spiritual 靈性	9.communicate 交通 10.Feedback 回應 12.Growth 成長

Stage 1. **Qualification 審查階段**; the Idea & the Leader are Qualified 核定構想和領導人的資格及條件

Stage 2. **Introduction 入門階段**; the Leader & Guide's Preliminary Discussions about the New Ministry 對新事工領導人和其他同工之初期瞭解

Stage 3. **Core/Team Leadership 引導階段**; focuses on the Building of a Team of People for this ministry
and establishes the Leadership Structure 焦點在於組成新團隊人員和建立領導結構

Stage 4. **Trial Run 試行階段** ; a low impact probe to help Determine Interest and Abilities
before taking this ministry public 在推出此新事工給所有會眾之前，先在小區域中試行，以便去幫助判定其利益和可行性。

Stage 5. **Recruitment/Assimilation 招募同化同工階段**; the Recruiting required based upon the discoveries in Stage 4 基於上述階段 4，考慮加入新同工。

Stage 6. **Launch Public 全面推行階段**; making this ministry available to the Entire Target Audience
and placing it under the care of a Pastor or staff member 在牧師或同工的監管下，推行這項新事工給全教會。

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12 Planning Questions for Defining your New Ministry 確認新事工的 12 個企劃性問題

1. What is Our Purpose?我們的目標是什麼？
2. Who do We Serve?我們服務的對象是誰？
3. What are Their Needs / What Services will We Offer 他們的需求是什麼？我們能提供何種服務？
4. How will We Provide Those Services? 我們該如何提供這些服務？
5. How will the Ministry be Led?我們該如何帶領這項事工？
6. What Kind of Team is Required? 這項事工需要什麼樣的領導模式及團隊？
7. What Kind of Training is Needed? 需要什麼樣的培訓及教導？
8. What Kinds of Support will be Required for this Ministry? 這項事工需要什麼樣的支援及資源？
9. How will the Group Communicate ? 這個團隊應該用什麼樣的溝通模式？
10. What will be the Process for Feedback & Evaluation? 如何去收集並進行回應和評估？
11. How will the Team be Spiritually Cared For? 我們如何照顧這個團隊的靈性需求？

12. What is Our Vision for Growth & Expansion? 我們對這項事奉的成長及擴展，有何異象？

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The Heart of the Ministry
事工的重心

1. What is Our Purpose? 我們的目標是什麼？
2. Who do We Serve? 我們服務的對象是誰？
3. What are Their Needs / What Services will We Offer 他們的需求是什麼？我們能提供何種服務？
4. How will We Provide Those Services? 我們該如何提供這些服務？

How will the Team be Led
事工如何被領導

5. How will the Ministry be Led? 我們該如何帶領這項事工？
6. What Kind of Team is Required? 這項事工需要什麼樣的領導模式及團隊？
7. What Kind of Training is Needed? 需要什麼樣的培訓及教導？
8. What Kinds of Support will be Required 這項事工需要什麼樣的支援及資源？

How will we Communicate
我們如何溝通

9. How will the Group Communicate? 這個團隊應該用什麼樣的溝通模式？

How will we Know how we are doing
我們怎麼知道做的如何

10. What will be the Process for Feedback & Evaluation? 如何去收集並進行回應和評估？

How will we Meet our Team's Spiritual
Needs 如何達成小組靈裡靈要

11. How will the Team be Spiritually Cared for? 我們如何照顧這個團隊的靈性需求？

Where does God want us to Grow
上帝要我們成長到什麼地步

12. What is Our Vision for Growth & Expansion? 我們對這項事奉的成長及擴展，有何異象？

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1. What is Our Purpose? 我們的目標是什麼？

- *What is God wanting to accomplish with our Ministry Idea?* 神希望我們的事工構想達成些什麼？

What is our Ministry Purpose/Mission? 我們這個事工的目標和使命為何？

- *Which of the following Ministry Purposes best represent our ministry?* 下列哪些事工目標最能表達我們這個事工？

- MEMBERSHIP** 團契 / *Fellowship* - to care for God's Family 照顧神的家 (加 6:2,10, 弗 2:19)
- MATURING** 成熟 / *Discipleship* - to educate God's People 教育神的子民(來 6:1, 彼前 3:18; 1:28 弗 4:12-13)
- MINISTRY** 服事 / *Service* - to demonstrate God's Love 表現神的愛 (約 13:35; 弗 4:12; 林前 12:2)
- MISSIONS** 使命 / *Outreach* - to communicate God's Word 傳上帝的話 (太 28:19-20; 加 24:47-49; 約 20:21)
- MAGNIFICATION** 頌讚 / *Music* - to celebrate God's Presence 讚美神的顯現(太 4:10, 約 4:23-24, 詩 34:3)

Primary Purpose 首要目標:

Primary Purpose 首要目標:

Secondary Purpose 次要目標 :

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2. Who Do We Serve? 我們服務的對象是誰?

- Who is our Target "customer"? 誰是我們的標的「客戶群」?

- Of the 5 Circles of Commitment, which group will our ministry serve most? 下述 5 種群體，哪一個是新事工最要服務的對象?

- COMMUNITY** 社群 / *Occasional Attenders & Unchurched* 偶爾到教會或未到教會者
- CROWD** 會眾 / *Regular Attenders* 穩定聚會者
- CONGREGATION** 成員 / *Members* 家中成員(committed to Membership)
- COMMITTED** 委身者 / *Maturing Members* 長大成熟(committed to Maturity)
- CORE** 核心同工 / *Lay Ministers* (committed to Ministry)

Primary Target 主要標的:

Secondary Target 次要標的:

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3. What are their Needs? What Services will we Offer? 他們的需求是什麼？我們能提供什麼服務？

- *What are the needs of the target group we are wanting to serve? 我們想要服務的「標的族群」之需求為何？*

SPIRITUAL needs 靈裡的需求

PHYSICAL needs 身體的需求

EMOTIONAL needs 情感的需求

INTELLECTUAL needs 知識的需求

RELATIONAL needs 建立關係的需求

- *Which of these needs should our ministry focus on? 這些需求當中，哪些是我們這個事工應著重的？*

- *What kinds of services could our ministry provide for these needs? 對這些需求我們的事工能提供何種服務？*

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4. *How will we Provide those Services?* 我們該如何提供這些服務？

- *What will be our Ministry Strategy for providing services*

to meet the needs of our targeted group? 為了提供這樣的服務，來滿足我們的「標的族群」，什麼是我們的事工策略？

- *What will be our Operational Plan? 什麼是我們的操作計畫？*

- *What is our Step-by-Step Process for making this Idea into a ministry Reality? 如何一步一步地，把理念(理想)落實，成為一個實在的事工？*

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5. How will the Ministry be Led? 我們該如何帶領這項事工？

- What type of Leadership Qualities and Skills will be required to Lead our ministry? 需要什麼類型的領導特質及技巧來領導我們的事工？

- What type of Leadership Qualities and Skills will be required for our ministry 's Apprentice Leader? 對我們這個事工的「見習領袖」有何領導特質及技巧之要求？

- What is the Process for Identifying and Assimilating ministry Lenders, 什麼是界定和吸收事工領導者的流程？
each fulfilling a specific purpose related to the ministry 's purpose/mission? 是否每項皆是達成這個事工目標/使命的特別需要？

12 Planning Questions for Defining your New Ministry 確認新事工的 12 個企劃性問題

6. What Kind of Team is Required? 這項事工需要什麼樣的領導模式及團隊？

- What are the different Roles and Responsibilities that are needed to support this ministry? 為了支持這個事工，需要哪些不同的角色和責任劃分？

- What are the Skills & Abilities needed for each of the Roles described above? 每一個角色所需要的事工技巧和能力為何？

- How will New Team Members of our ministry be assimilated? 如何吸收我們這個事工所需的新團隊成員？

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12 Planning Questions for Defining your New Ministry 確認新事工的 12 個企劃性問題

7. *What Kind of Training is Needed?* 需要什麼樣的培訓及教導？

- *What Training could be offered or suggested for team members*

to achieve the skills mentioned in Questions 5 & 6? 在 5 和 6 所提「有何訓練」是可以提供或建議，來使團隊成員獲得這樣的技巧？

- *How will this Skill Training be provided?* 技巧訓練如何提供？

- *When will this Skill Training be provided?* 技巧訓練何時提供？

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8. What Kinds of Support will be required for this Ministry? 這項事工需要什麼樣的支援及資源?

- What type of Support Services/Facilities will our ministry team need from the church? 此事工需要由教會提供何種支援服務或設備?

What are the Budget/Financial Needs to sustain our ministry? 維持此事工所需之預算/經費需求為何?

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- How can we (the team) find the money needed to support this ministry? 如何尋找經費來支持這個事工?

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9. How will the Group Communicate? 這個團隊應該用什麼樣的溝通模式？

- *with each other?* 彼此間的溝通？

- *with it's leadership?* 與領導同工的溝通？

- *with other ministries?* 與其他事工間的溝通？

- *with church staff?* 與教會同工的溝通？

- *with the church at large?* 與教會會眾的溝通？

- *with who it is trying to serve?* 與將被服務者間的溝通？

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10. What will be the Process for Feedback and Evaluation? 如何去收集並進行回應和評估?

- *How will we know if we are doing well?* 我們如何知道是否做得好?

- *Where do we get this feedback?* 從哪裡可以得到回應?

- *How will success be measured?* 如何評量成功與否?

- from Who We Serve* 從我們服務的對象
- from Pastor/ Church Staff Review* 從牧師/教會同工之檢討
- from the Ministry Leadership Team* 從事工領導群本身

- Monthly Check-ups* 每月審核
- Quarterly Reviews* 每季檢討
- Annual Reports* 年度報告

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11. Now will the Team be Spiritually Cared For? 我們如何照顧這個團隊的靈性需求?

- How do we ensure Spiritual Growth and Health of our Team? 如何確定小組團隊靈命成長並健康?

- What is the Process and Structure for Providing Care for team members' personal needs? 對團隊成員個別需要，什麼是提供關懷系統的步驟及結構?

- One-on One Meetings to determine: 一對一面議以決定:

- Time Commitment 時間分配 Quiet Time 安靜的時間 Family Matters 家庭事務
 Vocation vs. Ministry Demands 使命感與事工需要 Small Groups /Accountability Relationships 分小組/責任關係

- Support within the Team: 團隊內的支援

- Praying for each other 彼此代禱
 Group Devotionals 團隊禱告
 Team Fellowships 團隊分享

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12. What is our Vision for Growth and Expansion? 我們對這項事工的成長及擴展，有何異象？

- What is our Vision for Growth? What is our "dream" two years from now? 對成長的願景 (異象) 為何? 二年內的「夢想」是什麼?

- On the way to our 2 year "Dream", what must our ministry look like in 1 year? 為了達到二年後的夢想，那麼現在起的一年內，此事工要達到什麼樣的地步?

- How will we Expand our Ministry? 如何擴展此事工?

- New Groups* 新族群 *New Services* 新服務 *New Activities* 新活動 *Others* 其他

- What would that look like? 擴展後，看起來會像什麼?