



Ministry Philosophy and Strategy Manual

February 2020

Note that this manual supports programs in the October 2018 Handbook (programs under Handbooks issued prior to December 2023).

The Basic Process

Students in an Antioch School B. Min. or M. Min. must demonstrate how the Leadership Series 1 course discussions have shaped their ministry philosophy and influenced practical ministry strategy. Additionally, students in a D. Min. G-CBTE must demonstrate the influence of the Paradigm Paper and Encyclical discussions. To accomplish this, students will complete a Ministry Philosophy and Strategy paper at four different points as they complete the Leadership Series I courses (and PTP/Encyclicals).

| | Initial Ministry Philosophy and Strategy | Updated Ministry Philosophy and Strategy | Updated Ministry Philosophy and Strategy | Final Ministry Philosophy and Strategy |
|-----------------------|---|---|---|---|
| B. Min. | After: <ul style="list-style-type: none"> • Acts • Pauline Epistles | After: <ul style="list-style-type: none"> • Essentials • Leaders | After: <ul style="list-style-type: none"> • Preaching • Shepherding | After: <ul style="list-style-type: none"> • Interpreting I • Theology in Culture (or Interpreting II) |
| M. Min. | After: <ul style="list-style-type: none"> • Acts • Pauline Epistles | After: <ul style="list-style-type: none"> • Essentials • Leaders | After: <ul style="list-style-type: none"> • Preaching • Shepherding | After: <ul style="list-style-type: none"> • Interpreting I • Theology in Culture (or Interpreting II) |
| D. Min. G-CBTE | After: <ul style="list-style-type: none"> • Acts • Pauline Epistles • PTP-A* | After: <ul style="list-style-type: none"> • Essentials • Leaders • Encyclicals | After: <ul style="list-style-type: none"> • Preaching • Shepherding • PTP-B* | After: <ul style="list-style-type: none"> • Interpreting I • Theology in Culture (or Interpreting II) |

* PTP-A refers to a first round of discussions on the Paradigm Papers alone. PTP-B refers to a second round of discussions that includes reading the additional resources referenced in the Paradigm Papers.

The Ministry Philosophy and Strategy projects require you to do serious integration.

1. First, you integrate the courses. You have already completed Unit 5 work for each course. Now you are thinking about how the courses relate to each other, how principles from each work together in the context of ministry.
2. Second, you integrating the principles you learned in the courses into your overall ministry philosophy. This may mean developing from scratch portions of ministry philosophy which you have never thought of before. It could also mean some significant reworking of your ministry philosophy, deconstruction of the old and reconstruction of something new. In the D. Min. you will also discuss the Paradigm Papers and Encyclicals and rethink your ministry philosophy at a paradigm level.
3. Third, you will create ministry strategies, related to your own ministry sphere, that are consistent with a New Testament ministry philosophy. At the D. Min. level this will include network-wide strategies for recovering the way of Christ and the Apostles.

Ministry Philosophy and Strategy Competencies – B. Min. and M. Min.

As you move through the eight Leadership Series courses, you need to carefully rethink major building blocks of your ministry philosophy – local and global missions, strengthening churches, equipping all believers, training leaders, shepherding/counseling strategies, gathering for worship, interpreting scripture, and impacting culture. You want your ministry philosophy to be shaped by the clear principles of scripture rather than by cultural trends, church traditions, or simple pragmatism. The discipline of addressing the following competencies will force you to return to the scriptures and rework your philosophy in light of the principles that drove the early church. Having reworked your ministry philosophy, then, you will be in a position to create tangible ministry strategies that are both useful in your context and aligned with the New Testament.

Initial Ministry Philosophy and Strategy

The overall objective: Your task is to create a ministry philosophy and strategy that integrates the mission strategy from **Acts** and the strategy for establishing churches from the **Pauline Epistles**.

Competency 1: Reflected on your ministry philosophy. Described the fundamental aspects of the faith, especially related to the role of expanding and establishing the church, while also describing the purposes for establishing churches. (Focused on key items learned from the **Acts and Pauline leadership courses**, with emphasis on Unit 5 work.)

Competency 2: Reflected on your ministry strategies. Described your habits and strategy to fully participate in the ministry. Especially described your one-year and then five-year plans, focusing on what it would take to accomplish your ministry philosophy.

Questions to consider:

- How has a careful study of Acts and the Pauline Epistles changed your ministry philosophy?
- How does the mission of multiplying churches change or refine your ministry priorities?
- How does the global expansion depicted in Acts integrate with the instruction given in the Pauline Epistles for establishing churches?

- What strategies for multiplying and establishing churches will be effective in your ministry context while staying consistent with the principles of Acts and the Pauline Epistles?

Updated Ministry Philosophy and Strategy I

The overall objective: Your task is to expand the initial ministry philosophy and strategy related to the Leadership Series I course modules with a clear distillation of the **Essentials of Sound Doctrine**, namely the core gospel (the kerygma) and the teaching of Christ and His Apostles (the didache) and a clear strategy from the **Leaders course** for training leaders in the way of Christ and His Apostles—integrating the training of both local (modal) and mobile (sodal) leaders.

Competency 1: Reflected on your ministry philosophy. Described the fundamental aspects of the faith, especially related to the role of expanding and establishing the church, while also describing the purposes for establishing churches. (Focused on key items learned from the **Essentials and Leaders courses**, with emphasis on Unit 5 work.)

Competency 2: Reflected on your ministry strategies. Described your habits and strategy to fully participate in the ministry. Especially described your one-year and then five-year plans, focusing on what it would take to accomplish your ministry philosophy.

Questions to consider:

- How has a careful study of the Essentials and Leaders courses changed your ministry philosophy?
- How are your ministry priorities reshaped by the responsibility to see every member established in Christ's teaching and the responsibility to train the leaders needed by the churches?
- How does the global expansion depicted in Acts integrate with the instruction given in the Pauline Epistles for establishing churches? In this context, how is the faith passed on to every believer in each generation? What leaders are needed for this entire work to be sustained?
- What strategies are needed in your context for establishing every believer in the kerygma and didache? What strategies are needed for training the range of leaders needed to launch and sustain a church multiplication movement?

Updated Ministry Philosophy and Strategy II

The overall objective: Expanding an interim ministry philosophy and strategy related to the Leadership Series I course modules to include **Preaching, Teaching, and Worship and Shepherding, Counseling, and the Early Church**.

Competency 1: Reflected on your ministry philosophy. Described the fundamental aspects of the faith, especially related to the role of expanding and establishing the church, while also describing the purposes for establishing churches. (Focused on key items learned from the **Preaching and Shepherding courses**, with emphasis on Unit 5 work.)

Competency 2: Reflected on your ministry strategies. Described your habits and strategy to fully participate in the ministry. Especially described your one-year and then five-year plans, focusing on what it would take to accomplish your ministry philosophy.

Questions to consider:

- How has a careful study of the Preaching and Teaching course and the Shepherding and Counseling course changed your ministry philosophy?
- How are your ministry priorities reshaped by the responsibility to effectively shepherd every member to maturity in the context of a vibrant faith community gathering regularly to celebrate their life in Christ?
- What strategies are needed to establish every member of your church(es) while dealing with significant strongholds in the lives of some? What strategies are needed to develop a vibrant and therapeutic community life where even the regular gathering is kerymatic?

Final Ministry Philosophy and Strategy

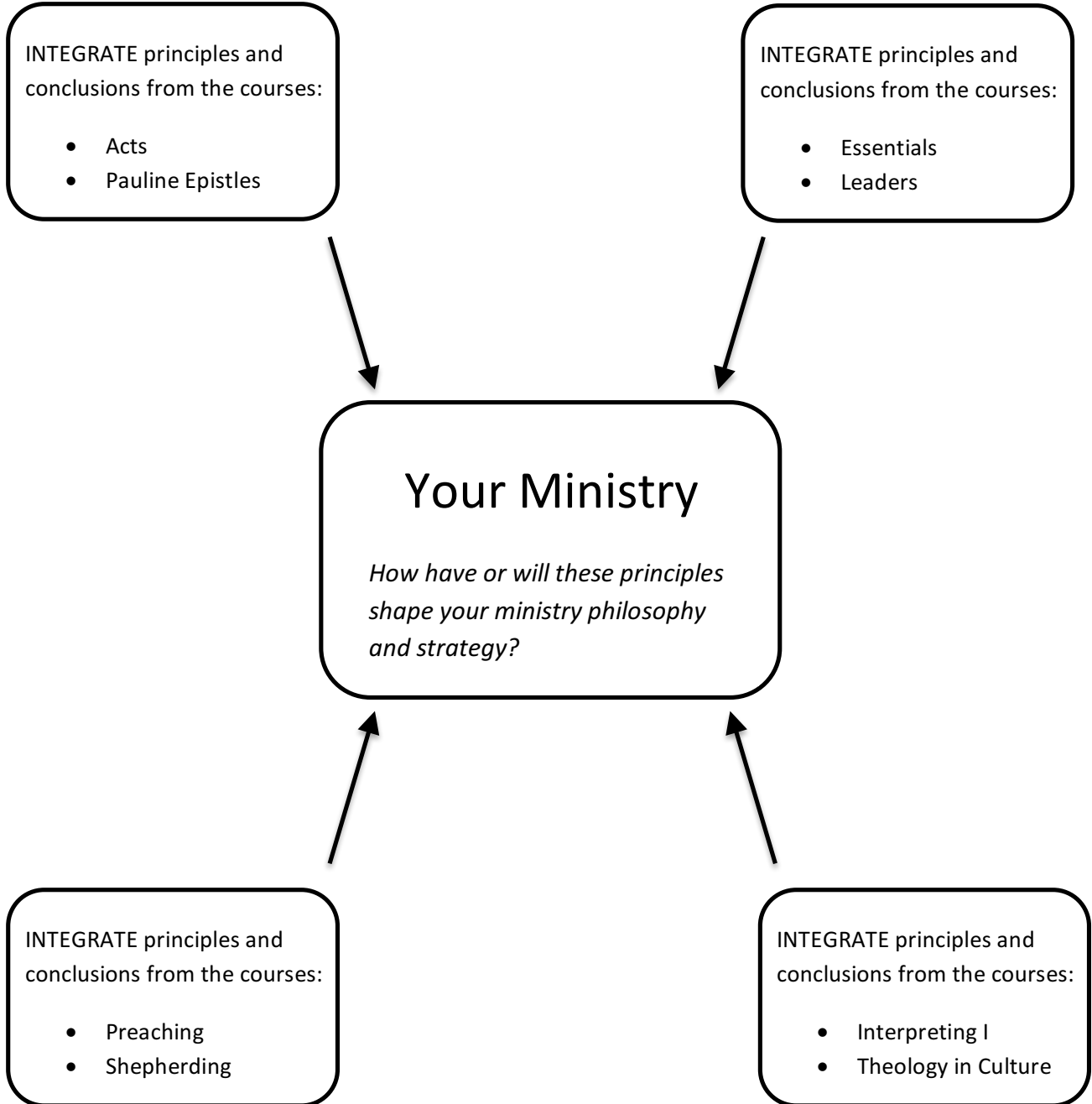
The overall objective: Concluding a ministry philosophy and strategy related to Leadership Series I course modules with Interpreting the Word I and Theology in Culture (or Interpreting the Word II).

Competency 1: Reflected on your ministry philosophy. Described the fundamental aspects of the faith, especially related to the role of expanding and establishing the church, while also describing the purposes for establishing churches. (Focused on key items learned from the **Interpreting** and **Theology in Culture** courses, with emphasis on Unit 5 work.)

Competency 2: Reflected on your ministry strategies. Described your habits and strategy to fully participate in the ministry. Especially described your one-year and then five-year plans, focusing on what it would take to accomplish your ministry philosophy.

Questions to consider:

- How has a careful study of the Interpreting 1 and Theology in Culture courses changed your ministry philosophy?
- How are your ministry priorities reshaped by the responsibility to do good biblical theology, seeking to understanding the author's main point and subordinate themes, and to do good theology in culture, bringing the biblical themes to bear on the issues of your situation?
- What habits do you need to maintain in order to keep mastering the scriptures and to skillfully use the themes of scripture to address the issues of your day? What strategies are needed to train leaders and all members to interpret the scriptures and use them skillfully?



Ministry Philosophy and Strategy Competencies –

D. Min. G-CBTE

As you move through the eight Leadership Series courses, you need to carefully rethink major building blocks of your ministry philosophy – local and global missions, strengthening churches, equipping all believers, training leaders, shepherding/counseling strategies, gathering for worship, interpreting scripture, and impacting culture. You want your ministry philosophy to be shaped by the clear principles of scripture rather than by cultural trends, church traditions, or simple pragmatism. The discipline of addressing the following competencies will force you to return to the scriptures and rework your philosophy in light of the principles that drove the early church.

Your discussions around the Paradigm Papers and the Encyclicals will also lead you to rethink your ministry philosophy at a paradigm level, seeking to understand the influence that traditions and whole systems of thought play on the contemporary church. You must gain clarity on how far we have moved away from the New Testament paradigm and what needs to be done to return to the way of Christ and the Apostles.

Having reworked your ministry philosophy, you will be in a position to create tangible ministry strategies that are both useful in your context and aligned with the New Testament. Your goal is to develop strategies that not only impact your local situation, but to create strategies for restoring the way of Christ and the Apostles across your whole network. Your local work will be a prototype for your network to follow.

Initial Ministry Philosophy and Strategy

The overall objective: Creating a ministry philosophy and strategy related to the Leadership Series I course modules that integrate mission strategy from Acts and strategy for establishing churches from the Pauline Epistles and PTPs courses.

Competency 1: Reflected on your ministry philosophy. Described the fundamental aspects of the faith, especially related to the role of expanding and establishing the church, while also describing the purposes for establishing churches. (Focused on key items learned from your initial work in the **Acts, Pauline, and PTPs courses.**)

Competency 2: Reflected on your ministry strategies. Described your habits and strategy to fully participate in the ministry. Especially described your one-year and then five-year plans, focused on what it would take to accomplish your ministry philosophy. (Focused on key items like the establishment and expansion of your church and church network, while describing your leadership development strategy for all people within your sphere of influence.)

Questions to consider:

- How has a careful study of Acts and the Pauline Epistles changed your ministry philosophy?
- How does the mission of multiplying churches change or refine your ministry priorities?
- How does the global expansion depicted in Acts integrate with the instruction given in the Pauline Epistles for establishing churches?
- What strategies for multiplying and establishing churches will be effective in your ministry context while staying consistent with the principles of Acts and the Pauline Epistles?

- How has your ministry philosophy and strategy changed at a paradigm level?
- How do these principles address needs of your entire network?
- How are you establishing something that is prototypical for others?
- How is your church & ministry beholden to old paradigm institutions?
- How to you rebuild theology as a living thing for a hermeneutical community?
- How could you reconceive church as a development community not just a worshipping community?

Updated Ministry Philosophy and Strategy I

The overall objective: Expanding an initial ministry philosophy and strategy related to **the Leadership Series I course modules** and the **Encyclicals** with a clear distillation of the core gospel (the kerygma) and the teaching of Christ and His Apostles (the didache) and a clear strategy for training leaders in the way of Christ and His Apostles—integrating the training of both local (modal) and mobile (sodal) leaders.

Competency 1: Reflected on your ministry philosophy. Described the fundamental aspects of the faith, especially related to the role of expanding and establishing the church, while also describing the purposes for establishing churches. (Focused on key items learned from your work in the Essentials and Leaders courses and the Encyclicals.)

Competency 2: Reflected on your ministry strategies. Described your habits and strategy to fully participate in the ministry. Especially described your one-year and then five-year plans, focusing on what it would take to accomplish your ministry philosophy. (Focused on key items like the establishment and expansion of your church and church network, while describing your leadership development strategy for all people within your sphere of influence.)

Questions to consider:

- How has a careful study of the Essentials and Leaders courses changed your ministry philosophy?
- How are your ministry priorities reshaped by the responsibility to see every member established in Christ's teaching and the responsibility to train the leaders needed by the churches?
- How does the global expansion depicted in Acts integrate with the instruction given in the Pauline Epistles for establishing churches? In this context, how is the faith passed on to every believer in each generation? What leaders are needed for this entire work to be sustained?
- What strategies are needed in your context for establishing every believer in the kerygma and didache? What strategies are needed for training the range of leaders needed to launch and sustain a church multiplication movement?

- How has your ministry philosophy and strategy changed at a paradigm level?
- How do these principles address needs of your entire network?
- How are you establishing something that is prototypical for others?
- How has misuse of the Gospels created confusion in your network regarding evangelism and the importance of the churches?
- What needs to be done to organize your ministry sphere as a complex apostolic network?
- How have the complementarian/egalitarian debates been inadequate for defining the role women need to play in the gospel expansion of your network?
- Which of the funding success factors from the early church need developed in your network?
- How does the gathering of your churches need reworked in order to cultivate authentic community life that in itself is kerygmatic?
- How do you establish your churches as places where substantial shepherding matters can be addressed?

Updated Ministry Philosophy and Strategy II

The overall objective: Expanding an interim ministry philosophy and strategy related to the **Leadership Series I course modules and PTP courses** to include Preaching, Teaching, and Worship and Shepherding, Counseling, and the Early Church.

Competency 1: Reflected on your ministry philosophy. Described the fundamental aspects of the faith, especially related to the role of expanding and establishing the church, while also describing the purposes for establishing churches. (Focused on key items learned from your continued work in the PTPs.)

Competency 2: Reflected on your ministry strategies. Described your habits and strategy to fully participate in the ministry. Especially described your one-year and then five-year plans, focusing on what it would take to accomplish your ministry philosophy. (Focused on key items like the establishment and expansion of your church and church network, while describing your leadership development strategy for all people within your sphere of influence.)

Questions to consider:

- How has a careful study of the Preaching and Teaching course and the Shepherding and Counseling course changed your ministry philosophy?
- How are your ministry priorities reshaped by the responsibility to effectively shepherd every member to maturity in the context of a vibrant faith community gathering regularly to celebrate their life in Christ?
- What strategies are needed to establish every member of your church(es) while dealing with significant strongholds in the lives of some? What strategies are needed to develop a vibrant and therapeutic community life where even the regular gathering is kerymatic?
- How has your ministry philosophy and strategy changed at a paradigm level?
- How do these principles address needs of your entire network?
- How are you establishing something that is prototypical for others?
- How is your church & ministry beholden to old paradigm institutions?
- How to you rebuild theology as a living thing for a hermeneutical community?
- How could you reconceive church as a development community not just a worshipping community?

Final Ministry Philosophy and Strategy

The overall objective: Concluding a ministry philosophy and strategy related to Leadership Series I course modules and key items learned from **Interpreting the Word I and Theology in Culture** (or Interpreting the Word II).

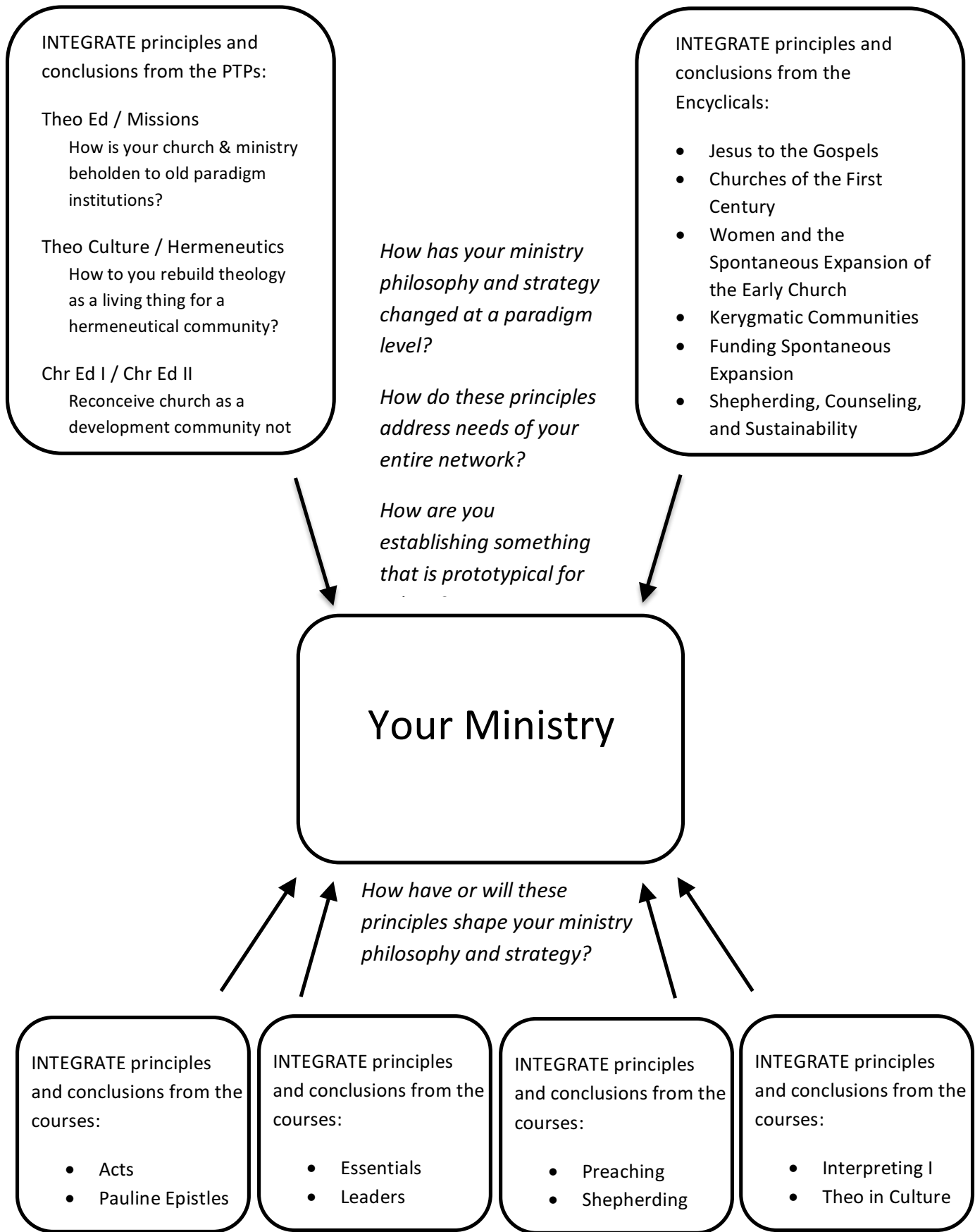
Competency 1: Reflected on your ministry philosophy. Described the fundamental aspects of the faith, especially related to the role of expanding and establishing the church, while also describing the purposes for establishing churches. (Focused on all key items learned from your work in the courses.)

Competency 2: Reflected on your ministry strategies. Described your habits and strategy to fully participate in the ministry. Especially described your one-year and then five-year plans, focusing on what it would take to accomplish your ministry philosophy. (Focused on key items like the establishment and expansion of your church and church network,

while describing your leadership development strategy for all people within your sphere of influence.)

Questions to consider:

- How has a careful study of the Interpreting 1 and Theology in Culture courses changed your ministry philosophy?
- How are your ministry priorities reshaped by the responsibility to do good biblical theology, seeking to understand the author's main point and subordinate themes, and to do good theology in culture, bringing the biblical themes to bear on the issues of your situation?
- What habits do you need to maintain in order to keep mastering the scriptures and to skillfully use the themes of scripture to address the issues of your day? What strategies are needed to train leaders and all members to interpret the scriptures and use them skillfully?



INTEGRATE principles and conclusions from the PTPs:

Theo Ed / Missions

How is your church & ministry beholden to old paradigm institutions?

Theo Culture / Hermeneutics

How to you rebuild theology as a living thing for a hermeneutical community?

Chr Ed I / Chr Ed II

Reconceive church as a development community not

INTEGRATE principles and conclusions from the Encyclicals:

- Jesus to the Gospels
- Churches of the First Century
- Women and the Spontaneous Expansion of the Early Church
- Kerygmic Communities
- Funding Spontaneous Expansion
- Shepherding, Counseling, and Sustainability

How has your ministry philosophy and strategy changed at a paradigm level?

How do these principles address needs of your entire network?

How are you establishing something that is prototypical for

Your Ministry

How have or will these principles shape your ministry philosophy and strategy?

INTEGRATE principles and conclusions from the courses:

- Acts
- Pauline Epistles

INTEGRATE principles and conclusions from the courses:

- Essentials
- Leaders

INTEGRATE principles and conclusions from the courses:

- Preaching
- Shepherding

INTEGRATE principles and conclusions from the courses:

- Interpreting I
- Theo in Culture

Assessment of Your Work

When you post Ministry Philosophy and Strategy material, the criteria shown in the rubric below will be used to evaluate your work. The same criteria will be applied at every degree level.

| Required Assessment Criteria | | | |
|--|---|--|------------------------------------|
| | Does Not Meet (Needs Significant Development) | Partially Meets (Needs Minor Development) | Meets Criteria (Well Developed) |
| Clarity Learn More ⓘ | | | |
| Complete (all parts) Learn More ⓘ | | | |
| Accurate Learn More ⓘ | | | |
| Supported (substantiated) Learn More ⓘ | | | |
| Ministry Relevance Learn More ⓘ | | | |

Criteria definitions:

Clarity - Is it crisp and readable? Is it easy to see strengths and weaknesses? Does it use subheadings, bolding, and underlining effectively?

Complete - Does it address all parts of the competency?

Accurate - Is it on target? Does it demonstrate an accurate understanding of the development of thought in the course?

Supported - Are the ideas supported logically? Is evidence given to support claims that are made? Has a case (or argument) been built? Have explanations been given? For instance, is biblical teaching used as a point of reference for examining ministry structures and practices in

one's own tradition (not merely using verses to provide proof-texted support for one's tradition)?

Ministry Relevance - Does it show reflection on substantial ministry experience in the past or present and/or plans for implementation in an actual ministry setting? Is the student and the student's situation explicit (as almost no one else should be able to write the same paper)?



2400 Oakwood Road
Ames, IA 50014-8417
515.292.9694
antiochschool.edu