



Introduction:

Gateway Christian Fellowship is a church body with this mission:

To see our community transformed by the love of Jesus.

Our goal is to lead people to Jesus. He has the power and love to radically transform every life! As we walk out our mission in Shelton and beyond, there are two elements that are held in tension – the holiness of God and the effects of sin in a person's life.



THE DIVINE TENSION

- **The Holiness of God:**

God is holy, and we are His church. We strive to honor God in all we do, expressing His nature and character in how we operate and live.

- **The Effects of Sin:**

Sin is ugly and real. We live in a fallen culture that does not honor God. Even still, God loves humankind and longs for relationship with His created beings. When somebody is living a sinful lifestyle, God's love for them is present and He advances toward them by offering forgiveness and cleansing. The blood of Jesus is sufficient to cover over all sin. Yet, there is a tension.

- **The Tension:**

The tension exists as we bring people into our church culture at Gateway in a way that expresses God's love for them yet cares enough about them to help move them into the holy lifestyle God desires for all of us to live out.



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The Game Plan:

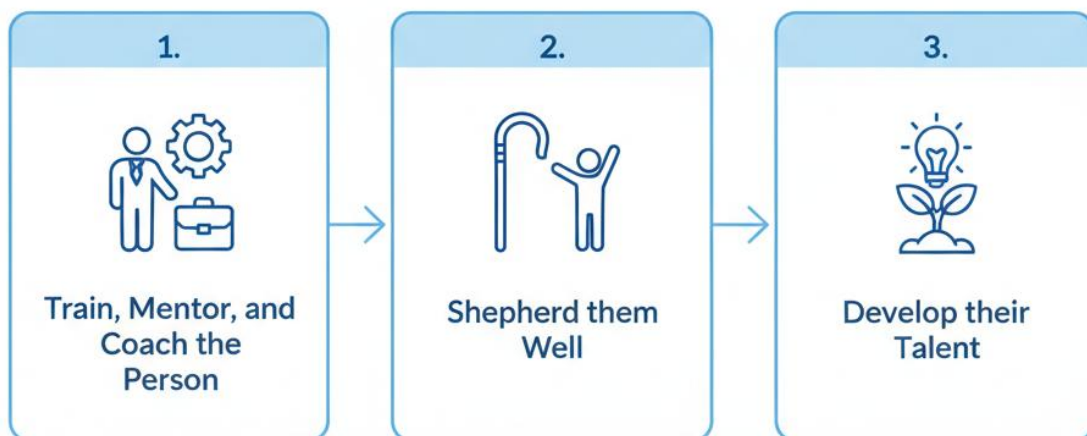
We lead people into a deeper walk with Christ by mentoring and pastoring them. When someone comes into the church and first meets Jesus, there is bound to be sin in their life. Our goal is to lead and pastor them into maturity.

A person in the early stages of their walk with Christ will not be spiritually ready to jump into serving in the church in a capacity that involves *spiritual leadership* or *lifestyle modeling*. That doesn't mean they cannot begin to serve in different areas, however. In many cases, the activity of serving is something that really helps a person to grow!

The **Active Tier Ministry System** provides guidance as to what we as a Church leadership team would like to see in people's lives before they move deeper into various roles of service at Gateway.

This is a *guideline* for us as pastors and leaders at Gateway, rather than a checklist to share with people as they move into service. The key in all of it is that we are *mentoring* and *pastoring people*. If somebody desires to move into a role of service, that is wonderful! We want that desire to develop and grow within everyone. As Jesus declared, "*The harvest fields are ripe, but the laborers are few.*" To see this happen, we must take opportunities to nurture and lead people into maturity.

The following 3-step model characterizes our ministry philosophy at Gateway. For every ministry team in the church, we want to:





1. TRAIN, MENTOR AND COACH THE PERSON

- As people serve under your leadership, take time to teach them what it means to serve and how you want that to look. This cannot be over-emphasized. We value excellence, but people certainly will not know what we are looking for unless we ***communicate, train, and mentor them.***
- Training does not have to be ultra intensive, but everyone needs orientation, explanation, and modeling of what to do and how to do it. This should happen upfront, when you are first orienting them into service and before they are scheduled to serve. Checklists are valuable tools to help YOU remember what is most important in helping train new people into your ministry area. If you are a ministry leader, make sure you develop a ***ministry orientation checklist*** as well as a sheet of ***standards and expectations*** for your ministry team. If you have not developed these, please do so and send them into the front office for review and easy access.
- Training, mentoring, and coaching should also happen periodically with your entire team. You may find it useful to provide on-the-spot coaching along the way, on how to do things more effectively, with a smile, or in a way that better overall exemplifies our team culture at Gateway. As a ministry leader, please take moments to “coach” those serving within your ministries.
- I recommend holding a ministry meeting at least once per year, in order to connect with your entire team, let them know how much you love and appreciate them, and provide any helpful or necessary refresher training.

2. SHEPHERD THEM WELL

- Pastoring or mentoring a person means you are ***caring for their soul.*** *As has been said, “No-one cares how much you know, until they know how much you care.”*
- As a ministry leader or pastor, take time to care for those serving in your ministry. Check up on their lives to see how they are doing. As often as you are able to, schedule coffee appointments or connection points, to connect with them.
- If we do this faithfully and consistently as leaders, then when something big happens in a person’s life, we will find we have an open door to speak into their life and help them navigate whatever they are dealing with.
- *By sowing into people’s lives before major issues arise, you will find you have a platform to speak into situations, whatever they may be, and help them move toward growth and Christlikeness.*





3. DEVELOP THEIR TALENT

- Yes, we care about talent! “Developing the talent” means we are working to help all people in our ministries improve upon the delivery of their giftings in particular areas of service.
- There are various means and methods of developing talent, and it should be a part of the fabric of what we do as leaders.

The attached grid is a guideline associated with how we move people into ministries. As a leader, please read, understand and be familiar with it. As we move further into the life and mission of the church, we can be assured of this...that God is on the move, working through each of you with passion and purpose for our community. Let’s allow our light shine as we mentor and lead people in Christ!

Ministry Tier System Description

Moving people into service at Gateway is a key to helping them feel like they belong and have a home here. Allowing people to serve in Introductory areas without holding “official” roles or titles is encouraged without very many prerequisites. Movement into more *official roles of service*, on the other hand, requires more thoughtful consideration.

The "**Ministry Tier System**" helps us as leaders to identify levels of maturity that we want to see in people, before we move them into certain roles of services within the body of Christ.

Jesus said it best:

"From everyone who has been given much, much will be demanded; and from the one who has been entrusted with much, much more will be asked."

The Ministry Tiers at Gateway are as follows:

- 1) E for Everyone
- 2) G for Growing
- 3) M for Mature Disciple
- 4) D for Disciple-Maker

E for Everyone (Tier 1)

- This is the most introductory level of service which *does not necessitate lifestyle modeling or spiritual impartation to others*.
- To serve at this level, we expect that a person has accepted Christ as their personal Lord and Savior.



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- Somebody serving in this capacity may be a brand-new believer. There are areas of their life that will not have yet been redeemed. We're going to watch the Holy Spirit and the Word of God to begin to work in their life to shape and mold them.

G for Growing (Tier 2)

- At this level, they have accepted Christ as Savior and are growing and plugging into body life on a regular and consistent basis. They have shown spiritual growth, and it may be evident through some form of deeper discipleship such as regular attendance in a group, further connectedness to the body of Christ, and repentance from sinful habits. As a leader, encourage continued growth in the Lord. If you recognize areas of sin or lack of wisdom & discretion, speak into the life of the person to see the fruits of repentance and growth in Christ.
- We encourage people as they grow to go through a discipleship formation curriculum. This can be One-2-One, The Purple Book, our *Foundations* New Believer's Course, or one of many other options. The "Discipleship Pathway – What's Next" card identifies several steps of growth for all people to step through. As a pastor or leader, consider walking with them through one of these options. You can brainstorm and learn more by connecting with the Growth & Discipleship pastor, Carter Cheston.

M for Mature (Tier 3)

- This tier indicates the individual is demonstrating a life free from habitual patterns of sin, and they have demonstrated an openness to pastoral input and mentoring. They have a good understanding of God's word and will and are putting the principles of Scripture into practice.
- At this level, they have not only accepted Christ as Savior but also *have been water baptized* and are a **Member at Gateway**.

D for Disciple Maker (Tier 4)

- They have accepted Christ as Savior, have been water baptized, and they are an active member at Gateway.
- Their life is free from gross or habitual patterns of sin or lifestyles and are responsive to pastoral mentoring and input.
- They are growing and able to teach, lead and disciple others.
- They are committed to making Disciples and are dedicated to building the local Church.



Active Ministry Tiers

Ministry	Role	Tier	Background Chk Req'd	Membership Req'd	Baptism Req'd
Celebrate Recovery (CR)	Main Lesson Leader/ Speaker	2 - G (Growing)			
Celebrate Recovery (CR)	Small Group Leader	3 - M (Mature Disciple)	Yes	Yes	Yes
Children's Ministry (Gateway Kids)	Assistant Teacher	2 - G (Growing)	Yes	Yes	
Children's Ministry (Gateway Kids)	Substitute Teacher	2 - G (Growing)	Yes		
Children's Ministry (Gateway Kids)	Nursery Worker	2 - G (Growing)	Yes		
Children's Ministry (Gateway Kids)	Lead Teacher	3 - M (Mature Disciple)	Yes	Yes	Yes
Discipleship Team	Foundations Teacher / Leader	4 - D (Disciple Maker)	Yes	Yes	Yes
Greeters / First Impressions Team	Parking Lot Attendant	1 - E (Everyone)			
Greeters / First Impressions Team	Door Greeter	2 - G (Growing)		Yes	
Group Leader	Leader	3 - M (Mature Disciple)	Yes	Yes	Yes
Hospitality Team	Baking / Cleanup / Event Setup	1 - E (Everyone)			
Hospitality Team	Organize Visitor Receptions	2 - G (Growing)			
Ministry Leader / Director / Pastor	Appointed leader or director over any established ministry through Gateway	4 - D (Disciple Maker)	Yes	Yes	Yes
Prayer Team	Intercessor (Thursday)	3 - M (Mature Disciple)		Yes	Yes
Prayer Team	Sunday Morning Prayer	3 - M (Mature Disciple)	Yes	Yes	Yes
Security Team	Security	2 - G (Growing)	Yes	Yes	
Ushering Team	Assistant Usher	2 - G (Growing)	Yes		
Ushering Team	Lead Usher	3 - M (Mature Disciple)	Yes	Yes	Yes
Worship Team	AV Booth	2 - G (Growing)			
Worship Team	Musician / Vocals on Stage	2 - G (Growing)		Yes	
Worship Team	Worship Leader	3 - M (Mature Disciple)		Yes	Yes
Youth or Young Adult Ministry	Assistant	2 - G (Growing)	Yes	Yes	Yes
Youth or Young Adult Ministry	Host (Events, etc.)	2 - G (Growing)		Yes	
Youth or Young Adult Ministry	Assistant	3 - M (Mature Disciple)	Yes	Yes	Yes
Youth or Young Adult Ministry	Leader	4 - D (Disciple Maker)	Yes	Yes	Yes