



Ridge Point Church

Member Led Initiatives Development Guide

This development guide has been created as a tool for you to explore the best practices we've found for creating a new ministry and engaging community needs.

Whether you're doing one-time project or creating an on-going ministry, we believe that by working through these topics you will be able to develop a plan to engage the area of need or people group that you are passionate about and lead others in bringing the redemption of Jesus to our broken world.

Topics addressed in the guide:

- Definition of a Member Led Initiative
- Goals of all Missional Initiatives
- Guiding Resources
- Leadership & Core Teams
- Ministry Plan
- Events and Gatherings
- Volunteer Care
- Communication & Awareness
- Finances and Resource Management
- Facility Use (Limited)
- Endorsement: Partnership with Ridge Point

Definition of a Member Led Initiative

Thanks for your interest in Member Led Initiatives. Individuals like you are vital to reaching and restoring our community and helping to fulfill Ridge Point's mission to **follow Jesus and fearlessly make Him known**.

Member Led Initiatives are:

- Ministries started and led by you based on your skills and passion.
- Ministries with the purpose of **reaching** people and **restoring** God's intentions for our world.
- Ministries that engage other Fearless Followers in impacting our communities and culture.
- Ministries with Ridge Point's encouragement, support and coaching. Led by members, empowered by staff.

Goals of all Member Led Missional Initiatives

The goals of all Missional Initiatives at Ridge Point are to **reach** those who far from God and **restore** what is broken in our world. Each ministry will express these goals in different ways depending on their area of involvement, but the outcomes are always the same: more people following Jesus and fearlessly making Him known in their communities.

Member Led Initiatives (MLIs) will facilitate discipleship and influence culture by...

- **Reach:** Reaching people with the truth and love of Jesus through personal relationships.
- **Restore:** Restoring justice and mercy to their communities and culture through acts of service.

Successful Member Led Missional Initiatives are measured based on the tangible outcomes of...

- **Reach:** New believers involved in Christian community.
- **Restore:** Stories of how fearless followers are impacting cultural systems and individual lives.

Guiding Resources

Material that shapes how we view Missions and Missional Living at Ridge Point:

Books:

LIFE on Mission
The Art of Neighboring
When Helping Hurts
Toxic Charity
What Can I do

Article:

<http://www.vergenetwork.org/2011/08/23/25-simple-ways-to-be-missional-in-your-neighborhood/>
<http://www.gotquestions.org/missional.html>

Web Resources:

Leadership & Core Teams

The Importance of a Core Team

Leading a ministry is a high calling. We believe that ministry leadership is best done in groups. This allows our strengths to shine while other leader's strengths cover our weaknesses and blind spot. It also provides accountability and stability for the ministry and protects its longevity. The importance of shared leadership cannot be over stated. As you develop your MLI, pray for and seek out like-minded people to join you in leadership and development of your ministry.

How to Find Other Leaders

Here are some practical ways to find other leaders:

- Start holding brainstorming or prayers meetings for your ministry.
- Share your vision and an invitation to open meetings on the Action Board and your personal Facebook.
- Spend time meeting people in the Commons or Ren's Café on the weekend and share your passion with them.
- Share your idea with your Life Group and see if any of them would join you a recommend other leaders.
- Find places that share your common interest and network with people already engaged in your vision.
- Invite others to join you as you serve in your area of outreach

Start Meetings

Once you have identified a group of people capable of developing and implementing your ministry, commit to a meeting schedule. You may find it necessary to meet bi-monthly, monthly, or even semi-weekly as you get started. During your first few meetings, spend time focusing on the following:

- Working through the rest of the topics covered in this Development Guide
- Developing your ministry plan
- Assigning important roles of leadership and ministry function
- The Initiative offers opportunities to engage Ridge Point Fearless Followers in impacting our community and culture. This is shown through the numbers of Ridge Pointers engaged in an aspect of the ministry.

- Approval by the Missional Initiatives Advisory Committee

Meeting Tips

Effective leadership meetings create effective ministries. Take time as a group to agree on your meeting goals, habits, and tools. Seriously consider the following tips:

- Create an agenda head of time, and **stick to it**.
- Take time at the beginning of every meeting to re-state the purpose of you ministry and celebrate any success story.
- Have a designated minute's taker who shares notes after every meeting.
- Set goals for ministry and assign point-people for tasks.

Core Team Roles

As your ministry develops it will require unique roles for its function This will largely be based on the people God brings to you team and the mission he brings out of your hearts. However, there are a few foundational roles that that every team needs to identify right from the start. Consider the following and add your own...

- **Leader(s):** If everyone is leading, no one is leading. Identify one or two people with the wisdom and social skills to be a final authority for your team.
- **Administration:** Every team needs an organizer to take notes, send emails, and keep people on point.
- **Communications:** Who in your group has a way with writing and spreading the word? Get them on social media, flyers, and general word spreading.
- **Liaisons:** If your team has a high level of partnership with church staff, other ministries, or community organizations it is wise to designate liaisons for each relationship.

Ministry Plan

Importance of a Ministry Plan

Planning is essential to leading a successful ministry. Being able to communicate a plan with your vision will help you recruit volunteers, inspire participants, and gain support and advocacy.

Use Ridge Point's "Ministry Plan Template" as a guide for exploring your target group, developing a mission statement, setting goals and planning activities.

*All MLIs applying for endorsement will need to be able to answer the questions found in the ministry plan template and present a developed ministry plan.

Events & Gatherings

It is likely that your ministry will have either regular meetings or/and larger events. Below are a few things to consider when planning gatherings and events:

Place: In community, think outside of Ridge Point building and where people naturally gather i.e. coffee shops, What are community resources?

Volunteer Care

Volunteers are your most valuable un-renewable resources. Your ministry cannot function without them, but once you spend them, they are gone. Take care of your people and feed their passion and there is no end to the service and creativity they will add to your ministry. Take care to...

- Take time for Build personal relationships and foster community.
- Communicate regularly the vision and activities of you ministry.
- Make sure they know their roles and any expectations you have.
- Respect time and schedules

For more tips, see this article: [“How To Care For Volunteers”](#)

Finances & Resource Management

Resourcing your MLI will be your responsibility. Using your influence with your fellow team members and social circles, you are responsible for raising and managing all funds needed for your initiative. Ridge Point does not permit fund raising on our campus our through our business office. Some creative alternatives are...

- Set up a [Go Fund Me](#) or [IndieGoGo](#) to share your vision and allow others to donate.
- Open a trust our joint checking account to manage funds.
- Create a 501c3 to accept donations and issue tax deductible receipts.

No matter what you do, keep good records and develop systems of accountability. Simple things like always having 3 people counting money and using checks instead of cash can save you stress and confusion when something goes wrong.

*If you have gone through the steps to become an endorsed MLI, you may apply for grants of up to \$500 a year for projects that involve other Fearless Followers in reaching the lost and restoring God’s intentions for the world. Part of the grant application requires submitting project budget and desired outcomes.

Communication / Awareness

Chances are, if God has given you a passion He has given it to others as well. Good communication can by the key to the success of a new ministry. Communicating the vision, mission and activities of your initiative is your responsibility, but here are some helpful tools for you:

- Bulletin Board: Ridge Point’s website has a place for you activity! Post it, and we’ll regularly share the link.
- Set up a Facebook page (*not a group*): do weekly postings. Share, promote, share and like!
- Monthly updates: Collect email addresses and use a service like Constant Contact or Mail Chimp to keep people in the loop!
- Use Craigslist and community calendars to promote events and gatherings.
- Personal invites are the #1 thing! Serve at RPCC to meet people and invite them.

*Endorsed initiatives can apply for inclusion on weekly E-news, social media posts, and the weekend program. Priority is always given to Ridge Point ministries and events.

Facility Use (limited)

- Endorsed initiatives can book space.
- As is, carry in all needs. RP programs take priority.
- Meeting space. NO STORAGE

Endorsement: Partnership with Ridge Point

Any member wishing to begin a new Member Led Initiative can submit his/her proposal to the church and work with the Missional Initiatives staff on developing and implementing the proposal. This process is to ensure that you are not only equipped for the leadership experience ahead of you, but also to support you once the ministry has begun and to encourage the success of your ministry goals.

Step 1: Get a core group and pray over vision / passion

Step 2: Develop goals and a plan

Step 3: Do ministry

Step 4: Apply for endorsement

1. Do I need to be approved to lead a member led initiative?
 - a. We encourage all member led initiatives to abide by a set of guidelines established by Ridge Point. To become a “recognized” MLI, you must complete an application process and agree to abide by the guidelines set in this process.
2. What are the benefits of becoming a “Recognized” member led initiative?
 - a. To be a “Recognized” MLI means you have submitted an application that outlines the focus of your initiative and that you agree to abide by the Ridge Point MLI guidelines. In addition to monthly leadership huddles, recognized MLI’s receive greater social media access at Ridge Point and limited access to facilities. Space will be provided for your volunteer team member meetings on the second Tuesday of the month at Mission SENTral at RPCC. Recognized MLI’s are also able to apply for grant funds up to \$500 a year.

Criteria for approval

1. When considering the approval of an event or program, is its goal to Reach people with the truth and love of Jesus through personal relationships
2. Have read the book *When Helping Hurts* or *Toxic Charity*
3. Restores justice and mercy to their communities and culture through acts of service striving to impact areas of brokenness with self, God, others or creation
4. The Initiative offers opportunities to engage Ridge Point Fearless Followers in impacting our community and culture
5. Approval by the Missional Initiatives Advisory Committee

Endorsed Member Led Initiative Resources and Guidelines

The main resources Ridge Point has to support member led programs and events are...

- Facility use: The common spaces in the church that require little or no set-up. Costs associated with media for an event depend on need. Approval is made through the Missional Initiatives Department.
- Advertising: We can provide up to 2 announcements in the E- news and program for events that engage over 50 people as space allows. RPCC events and announcements take priority.
- Staff coaching: Can meet up to once a month or as needed for advice and support programs
- Up to a \$500 grant a year for ministry needs contingent on approval by Missional Initiatives Advisory Committee
- Mission SENTral: A monthly event where coaching, networking and space are provided to plan and grow your ministry