

I have found it most helpful to articulate my ministry framework through a description of key values that motivate and mark my approach to ministry. Any ministry I lead will be marked by:

- **A passionate love for Jesus:** The purpose of the church is to show God's greatness by rescuing lost people and helping them become wholehearted Christ followers who fall passionately in love with Him. This love for Jesus motivates us to serve Him and graciously extend His love to others.
- **A wholehearted reliance on the Bible:** Scripture is God's written Word and the authoritative guide for what we think and what we do. We do what God says to do, and we don't do what God says not to do. Having said that, in most areas God has given tremendous freedom . . . and responsibility . . . to choose the most effective way to carry out what He has given us to do.
- **Dependence on the Holy Spirit:** I am convinced that spiritual fruit is only produced by the Spirit and that humble dependence on God through prayer is the key to power and fruitfulness in life and ministry.
- **A heart for lost people:** I am passionate about helping lost people come to know Christ. The church and every believer in it must be externally focused and constantly seeking ways to reach friends, family, and a world of lost people who are far from Christ.
- **A commitment to relevant ministry:** The church must use creative, relevant methods to reach today's post-Christian world. This includes the emotionally charged area of music. I believe it is the responsibility of mature Christians to be flexible as it relates to the music and methodologies they prefer for the sake of reaching younger generations and the lost.
- **Empowered volunteers:** The pastor's job is to equip people for service to the Lord. The church must be built upon motivated and equipped teams of volunteers who exercise their gifts in carrying out the great commission. If the pastor is busy "doing ministry work" rather than training leadership teams and casting vision, he is violating his scriptural mandate.
- **Strong leadership and leadership development:** The senior pastor plays a key role in setting the direction for the church by helping the board in choosing a specific path to a preferred future. This allows the energy of the church to be focused in a specific direction and will rally people to the cause for the glory of God. The church must be marked by constant and intentional leadership development at all levels.
- **Authentic relationships:** The church must be a place of genuine friendships that are intentional about spiritual growth, caring, and sharing. I believe that this authenticity happens best in the context of small groups.
- **A commitment to effectiveness:** The church must leverage its resources and strive, under the guidance of the Holy Spirit, to be as effective as possible. Each ministry team must be clear as to its purpose and how it contributes to the ministry as a whole.
- **A focus on *glocal* (global and local) missions:** In today's culture the church is most effective when it sees both local and global missions as interdependent. In today's post-modern world, the church will win a hearing for the gospel primarily through the meeting of practical needs in the local community . . . and around the world.
- **Practical help for the poor and disenfranchised:** One of the most effective ways for the church to reflect the love and grace of God is by meeting the practical needs of the hurting.
- **Changed lives:** The mark of an effective church is seeing the power of God changing lives. Christian maturity is not marked by a better knowledge of the Scriptures alone, but by a continual development of Christ-like love and godly character in a person's life.