

Working with Redemption Bible Church in Ministry

At Redemption Bible Church (RBC), we are eager to partner in ministry with all Christians who have given a credible profession of faith and chose to be members of our congregation. We believe that each person should serve according to the spiritual gifts that both they and the church see at work in their lives (Rom 12:2-8; 1 Cor 12; Eph 4:1-16). We believe that most ministry work is **not** performed by the pastors, but by the members themselves (Eph 4:1-16). Thus, RBC has a high view of the ministry of membership and a humble view of the ministry of pastors. We believe that pastors are the equippers of the members and that the members do the bulk of ministry (Eph 4:1-16). As such, our pastors eagerly desire to see **you** doing ministry.

This calls for humility as all of us are prone to thinking of ourselves as having gifts that we do not have (or do not yet have). Before you volunteer, spend some time in prayer and consider if you truly have the gifts that you think you have. Consider also the state of your heart. Are you willing to submit to the pastors and members of RBC? We are congregational, as such, the higher **ruling authority** of the church is the voting membership (those who attend more than 2 weeks per month at RBC and have been voted in by the voting membership of the church). The lower **leading authority** of the church is the pastors who rule at the consent of the voting membership. Both volunteering members and pastors are expected to be correctable and humble enough to be told whether or not they should be serving in a certain capacity. If they serve in a certain capacity, they are expected to receive instruction regarding improvements as well as corrections regarding sins that must be repented of. Even the pastors of RBC are held to these standards and have even had to receive such corrections. If you have not yet noticed, we are a church that seeks to remove selfish ambition and promote humble, mutual submission. Let there be no selfish ambition in your heart. May your first concern be the honor of Christ, your second concern be the protection and edification of the believers, and your last concern be your own personal gain.

If you feel called to be a pastor, understand that the Bible commands churches not to lay hands on and appoint pastors until they have first proven themselves for a reasonable time (1 Tim 5:22). In the Bible, this time has been as short as 3 years for churches with urgent need for pastors and as long as 5 years for churches with less urgent need for pastors. We require pastors to be formally trained (2 Tim 2:2) and to be sound in their doctrine (Tit 1:9). The standard we hold pastors to is the Baptist Faith and Message for minimal standards but we also prefer that you largely adhere to the 1689 London Baptist Confession especially on all first- and second-order doctrines. All this said, if you feel called to be a pastor, RBC will be eager to help you pursue this goal. We ask that you would

be humble enough to let your gift be confirmed by the majority of voting members before you are appointed as a pastor.

People who serve in more public positions such as pastors, teachers, worship, and evangelism must not be glory seekers, self-centered, or unnecessarily contentious when it comes to non-essential doctrines. We believe that ministry involves the mindset of “Christ must increase, but I must decrease” (John 3:30). A motto we have sought to implement in our church is, “Preach the gospel, die, and be forgotten.”

Before we begin this journey of having you serve at RBC, here are some questions for you to consider:

- In my pursuit of public ministry, am I willing to serve in such a way that the name of Christ is more known and loved than my own name?
- Do I seek to compete with Christ for the affections of his church, or do I seek to see Christ loved even if people forget who I am?
- Are people more affected by Christ than they are by me? In other words, do I lead people to true conversions (they come to church for Jesus) or false conversions (they come to church for me)?
- Do I constantly fret about whether or not I will be known or whether Christ will be known? In other words, Where are my greatest concerns and affections?
- Am I willing to have a background check and my life and testimony examined to prove that I am trustworthy?

Your heart should be centered on Christ. Of course, it is not wrong to want to be useful for Christ nor is it wrong to be ambitious. We just want your heart in the right place.

We understand that none of us are perfect in these matters. But together we must grow and strive towards such standards. We expect you, the volunteer and fellow laborer in the gospel, to be defined by godliness and holy affections. We do not expect you to be perfect. There is only one perfect hero of the faith—Jesus Christ.

Do you understand these expectations and are you willing to receive them with a happy heart? If so, let’s start this journey together!

Print Name: _____

Signature: _____

Date: _____