

## Appendix A-Stages of Ministry

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### **Pioneering/Establishing a new ministry.**

Create/have a base of growing Christians through evangelism and aggressive recruiting of young Christians who want to grow. Bible studies are happening for young believers, IBD's are taking place according to the capacity of the staff team and possibly student/volunteer laborers. This stage is where you may begin to see the beginnings of critical mass. There is student involvement and activity, but not much ownership of the DNA of the ministry yet. Most momentum and activity is heavily driven by the campus staff.

This stage may also include inheriting a ministry in the last 1-2 years. There is a great deal of change-over in student leaders, buy-in to the new Campus Director's vision, and some unsettledness as you begin to establish a "new normal".

### **Establishing/capitalizing on momentum**

Expand the reach of the ministry that would include young, growing Christians as well as new converts coming around...taking a little bit of new ground on campus. The young disciples in the ministry are receiving positive ministry experiences and spiritual help to grow in Christ (Evangelism, QT, Bible Study, a few events). Some of your key students are being equipped to minister to others and they are beginning to do so.

The staff team is beginning to identify, select, and minister to the future leaders in the ministry. The staff person now takes students with them as they minister on campus. Students are beginning to catch the vision of The Navigators, but are still very fragile in their ability to minister to others.

This stage is where there is some critical mass formed through events and shared experiences between the students. Students are beginning to take ownership of their Bible Studies, and 1-2-1. They now believe that knowing Christ and making him known is something they can do and are beginning to take small steps of faith.

### **Consolidating Momentum**

The reach and depth of the ministry has grown beyond the capacity of the staff to manage by itself. Student laborers are necessary in order for new ground on campus to be taken. The focus of this ministry is ever growing evangelism of the lost, establishing young disciples, and equipping leaders and laborers. The increasing emphasis is on "generations" and on helping disciple-makers.

There is spiritual depth for the student laborers and leaders. They are being transformed into Christ-likeness which is evident to those around them. These students understand and embrace knowing Christ and making Him Known. Students can/should be relied upon for ministry events, Bible Studies, 1-2-1 ministry, and evangelism.

### **Leaders and Laborers are being sent out**

Student leaders are actively engaged in the growth of the ministry both in depth and breadth. The ministry is graduating classes of seniors that are trained, equipped, and skilled to enter the workforce to labor for the kingdom. Students know the opportunities The Navigators has to offer post-graduation for staff and volunteer positions in the US and throughout the nations. Students are being adequately prepared to go through the post-college transition.