

I. Series Review

A. Critical Understandings

1. Concerning the Church
 - a. Fellowship with Jesus (Personal)
 - b. Fellowship with others receiving from the church
 - c. Fellowship with others supplying the church
 - d. 7 Facets (Family, society, temple, army, bride, priesthood, body)
2. Concerning the Gifts
 - a. Jesus is All - They are from him and to him
 - b. We have access to all the gifts by the same Spirit
 - c. These gifts equip the whole church for ministry
 - d. These gifts are given by grace alone, not spiritual merit
 - e. Leadership is given upon spiritual merit alone, not upon gifting
 - f. Only function rightly in relational unity and trust
 - g. Diverse yet equal

B. Church Government

1. Elders - The church is to be governed by a plurality of elders that have equal authority with one another and share the burden of leadership through unity. They have three distinct roles which together cause the body to be spiritually and practically covered.
 - a. Oversee - Assuring things are done righteously or rightly.
 - b. Shepherd - Assuring the church is healthy, nourished, and growing.
 - c. Rule - Responsible to guard, protect, and give aid.
2. Deacons - Deacons are ministry leaders who have delegated authority from the elders to lead or oversee in a certain ministry arena and capacity.

C. Primary Ministry Giftings

1. Apostle, Prophet, Evangelist, Pastor, and Teacher - There are five primary ministry giftings that Jesus has given to individuals in the church that build the church up in love for Jesus and for one another. All the gifts of the spirit are the essential and God-ordained vehicle through which the church is built up or grows up into the fullness of love and maturity.

II. Change in General

- A. All change or new seasons start with understanding. Then, intentional changes are put in place that position you to partner with the new season or change God is bringing into your life.
1. Patient Endurance to Stay the Course - Changes in policy or structure are instant. However, those policy changes can take years to actually affect cultural change. It's easy to get disillusioned and frustrated during the growth gap between policy change and cultural maturity. We must set our hearts to endure this process with patience and graciousness, knowing we are on the right path. (New Testament Church Progression)
 2. Evaluation of Success - It is critical for us to keep in mind that we are primarily making these changes based upon our conviction of how God's word instructs us, and in response to His current leading of the Spirit. Venturing into new territory must be measured in faithfulness and upholding critical understandings, rather than in observable results. Too many God inspired endeavors were prematurely abandoned based upon a wrong measure of success.
 3. Open-Handed Approach - We must hold the line in core understandings of church government and ministry gifts that are given to us in the scripture. However, when it comes to methodology, we must stay malleable. Better ways to do things are only seen once you actually start doing something. We cannot get bogged down in perfect execution; we cannot navigate correctly without moving first.

Pain is a part of progress. Anything that grows experiences pain. If I set myself to avoid all pain, I am avoiding all growth. Growth equals change, change equals loss; loss equals pain; so inevitably, growth equals pain. When you interpret your pain as bigger, more important, or more threatening than your vision, you will redefine your vision down to the threshold of your pain.
- Samuel Chand

4. Validating Yesterday - When stepping into new seasons, there is inevitably always the question of wrongness in the last season. We must understand and celebrate the fact that we would not be in a new season if it wasn't for the rightness of the old that has led us and prepared us for the new. Therefore, the old season that is walked out in sincerity and truth must be thought of with joy and thankfulness, not with regret. (Mt. 9:17; Lk. 5:39)

III. Practical Changes in 2021

A. Two Connected but Distinct Arena's - We are making some immediate practical changes in the weeks to come that are intentional in helping us move towards a more biblical expression of church. This week we will look at governmental changes and next week we will look at intentionality in ministry giftings and callings.

1. Governmental

- a. Plurality of Elders - We currently have 2 elders and feel strongly that 2 elders is simply not enough to walk out the biblical mandate of proper covering for a church of our size. We are diligently seeking the Lord in adding more elders to our team.
- b. Intentional with Covering - We will be dividing up the ministry directors among the elders so that a more direct and intentional covering can be walked out by the elder team. We will also be looking to cultivate a more specific lane or lanes of ministry to our elders based upon their gifting and calling to better walk out covering in the church more effectively.
- c. Justin Frie Role - Justin will no longer be the "lead pastor" of Restoration, but simply one of the team of elders. Along with a more focused role in walking out the mandate of elder covering he will continue to walk in his ministry calling as a teacher in our Sunday gatherings as well as online platforms. He will also continue to be a leader in corporate prayer and worship ministry, both locally and regionally.
 - a. There are a few areas of ministry and oversight that Justin is currently doing we feel is either unbiblical, or not his calling or gifting, and we will seek to phase him out of these roles in the coming months. Some of the main areas: being the "go to" authority on church issues, church administration, and pastoral counseling.
- d. Lanes/Org Chart - We are using the following chart to help us visualize our new governmental and organizational structure.

