

Name of Pastor (or Staff Pastor): Telvin Howe
Denomination or Affiliation of Church: Bethel Temple
Weekly Sunday Attendance of Congregation: 300

- 1. What is the pastor's personal beliefs/understanding of Spiritual Gifts and their direct influence upon the ministry of their local church.**

"There are different kinds of gifts, but the same Spirit. There are different kinds of service, but the same Lord. There are different kinds of working, but the same God works all of them in all men." (1 Corinthians 12:4-6)

The entire point of ministry and spiritual gifts is to reveal the lordship of Jesus Christ as God over all people and things. Therefore, if someone says they are a Christian or want to do ministry but they do not affirm the lordship of Jesus Christ, they do not have the Holy Spirit. The primary evidence of a person having the Holy Spirit is their love and submission to Jesus.

- 2. Does the congregation have a Vision and/or Mission Statement that specifically or generally addresses the issue of Body Ministry (i.e. involvement of congregation in ministry through use of spiritual gifts).**

One of the ways we experience life is by finding significance in something larger than ourselves; that is why we have some many different opportunities to serve. We want to be a place that thinks beyond our personal needs. We want to serve the needs of others first.

- 3. Approximately what percentage of the congregation is personally and directly involved in some aspect of ministry.**

About thirty percent and they tend to range in age of 35-60.

- 4. What is the pastor's and/or church leadership's goal for the percentage of congregation involved in ministry.**

Pastor Telvin stressed that leadership would be pleased with 100% of its members being involved in ministry. We reshape the future through our investment in the lives of children, youth, and young adults. We can change a generation by focusing on creating an atmosphere that is effective at touching lives, this is a part of our ministry and we believe our members do this on a daily basis.

- 5. Does the local church have a specific and stated (written or spoken) strategy to help congregation discover and develop their spiritual gifts? If so, describe what it is.**

At Bethel, we have a strong vision to touch lives on an individual level. We look at all of our ministries as part of the vision and dream God has given us for Bethel Church and South Hampton Roads. I believe the development and exercise of spiritual gifts is a basic provision of God for church growth. In fact, I think the primary job of a Christian leader is "to prepare God's people for works of service, so that the body of Christ may be built up..." (Eph. 4:12)

- 6. Does the congregation have a high turnover of volunteers – people involved in ministry? If so, why (in the pastor’s opinion)? If not, why (in pastor’s opinion)?**

Lately, we have had a huge turnover and decline in volunteers at Bethel. That is in part due to the decline in church attendance due to the change in leadership. We are praying for

- 7. What areas of ministry within the congregation are the hardest currently to staff with volunteers? Why is this an issue for the congregation (in the pastor’s opinion)?**

The ministry that is the hardest to staff for us at this time is our parking lot ministry. These individuals greet our guests and members in the parking lot, assist with parking with crossing the street to get from the parking lot to the church. When our membership declined many of young men left the church and went to other places of worship. We are really at a transitional period but I see increase.

- 8. Is there a level of burnout, overworked, overwhelmed – among current church volunteers and leaders? If so why? If not why? Does the church has a specific and designated time of commitment for volunteers (such as Awana program runs only during School Year ... volunteers have summer off, etc.)**

I think we are at a time of resurgence at Bethel right now. We have recently merged our services and instead of having two services we now have one service at 10am. We use to have two services at 9am and 11am. We are now able to assign our volunteers to one Sunday a month.

- 9. What percentage of the congregation’ ministries are geared specifically towards them (i.e. fellowship, pastoral care, etc.); what percentage geared towards evangelism and unchurched; what percentage geared towards World Missions?**

We reshape the future through our investment in the lives of children, youth, and young adults. We can change a generation by focusing on creating an atmosphere that is effective at touching lives. One of the ways we experience life is by finding significance in something larger than ourselves; that is why we have some many different opportunities to serve. We want to be a place that thinks beyond our personal needs. We want to serve the needs of others first. We activate hope by being a part of our community in meaningful ways as a continuation of the vision for Bethel. Through our service projects, benevolence programs, and community outreaches we want to restore hope to our community and other parts of the world.

We want to be a church known for more than just our words, we want to be known for our actions. I would say we have an even split at this point.

- 10. In the pastor’s opinion – what are the greatest challenges & obstacles to getting more members involved in ministry? Why does this seem to be the case?**

As I stated before, our church is in a transitional period and I would say that is the biggest obstacle to many of the struggles we are facing in our church at this time.

11. If the pastor could change anything about the way his or her congregation does ministry what would it be and why?

This is going to seem like a selfish statement but really it is not. If I could change anything right, I would be the lead pastor. We have been in the pastor search process for over a year now and if we are going to see increase we must have a leader of the flock real soon.

12. What is the one thing the pastor believes you, as a ministry student, needs to know about spiritual gifts and local church ministry?

As a pastor, you must be able to understand or know something through the power of the Spirit. I cannot stress enough the importance of the spirit of discernment. The Holy Spirit gives the gift of discernment to enable certain Christians to clearly recognize and distinguish between the influence of God, Satan, the world, and the flesh in a given situation. As pastors, we need this gift to warn believers in times of danger or keep them from being led astray by false teaching.