



UNITY

Through

MISSION

DUBUQUE
RADIUS CHURCH MODEL

2021



RADIUS CHURCH
DUBUQUE

DUBUQUE RADIUS CHURCH

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IMPACTING YOUTH, STRENGTHENING FAMILIES, BUILDING COMMUNITY

Dubuque Radius Church and the Dubuque Dream Center were formally established on July 23rd, 2013, and officially opened the doors for services and programs on September 22nd. Conceived by Robert Kimble, John Reeves of South Carolina, Jay Schiesl of Dubuque, Iowa, and a partnership with Galena Bible Church, Radius Church and the Dubuque Dream Center was founded to help strengthen the community in the downtown area of Dubuque, Iowa.

Robert Kimble, Pastor of Radius Church and Executive Director of the Dream Center, has been a resident of Dubuque Iowa since 1989. Robert graduated from Emmaus Bible College with a Degree in Biblical Studies in 1999. Following graduation Robert joined AmeriCorps Vista and served as Youth Coordinator in East Dubuque, Illinois, from 2000–2002. Robert was hired at the Dubuque Community Y as the Teen Outreach Coordinator from 2001–2004 and has had titles and responsibilities as Youth, Sports and Family Director at the Dubuque Community Y from 2004–2013. Robert also served the Dubuque Community as girl's high school and varsity basketball coach at Dubuque Senior High School from 2005–2013.

Inspired by his faith-based education and passion for youth and families, Robert has a heart for the underserved and at-risk as well as a passion to build on Dr. Martin Luther King's dream to unify and build community.

Robert is utilizing his background in faith education and biblical exposition as well as his background in youth and family program development to establish a Bible Teaching Church in downtown Dubuque (Radius Church) and a Community Center that provides successful program models to impact lives (Dubuque Dream Center).

The Dubuque Dream Center is an Outreach Community Center committed to mobilizing youth and families to build on Dr. King's Dream of transforming communities by embracing, empowering, and unifying those who live there. We strive to inspire vision and purpose through Impacting Youth, Strengthening Families, and Building Community.

The Dream Center long-term vision includes holistic initiatives to benefit the entire community. However, for our first 5-7 years the Dubuque Dream Center will initiate our vision to Impact Youth.

Our essential youth impact structure will include Academic Initiatives, After-School Programming, and Career Assessments, goal setting, and accomplishments.

The Dream Center is not a drop-in facility. The Center will provide structured programs and activities where youth and teens build relationships with caring adults, have a safe place to belong, and participate in value driven programs and activities.

All programs and activities offered at the Dream Center will have volunteer or staff leaders that have committed to our In Your Life Mentoring philosophy.

In Your Life Mentoring is our strategy to impact lives through genuine relationships with youth and their families. Relationships are built through the activities and programs offered. On the foundation of genuine relationships, our goal is to instill character through the gospel of Jesus Christ, provide academic support, and wise provision for overall health and well-being.

By providing these high-quality support systems and making them accessible and affordable for low-income families, the Dream Center envisions impacting lives that will not only lead to a safer community, but a sense of community as well.

RADIUS CHURCH VISION AND MISSION

VISION STATEMENT

Building Christ Centered Community in
Downtown Dubuque

MISSION STATEMENT

The Radius Church Dubuque mission is to strengthen families and build community in the downtown area of Dubuque through the Gospel and Making Disciples of Jesus Christ (Matthew 28:19-20).

Radius Church mission and core values also include modeling racial and social-economic diversity and unity in a community and cultural climate divided across these lines, where many experience a lack of community or do not experience a sense of community.

DUBUQUE DREAM CENTER

The **Dubuque Dream Center** is a ministry of Radius Church that essentially serves as a strategy to accomplish the mission of the Church. The Dream Center is an Outreach Community Center that connects and provides the church with opportunities to serve and build relationships with youth and families in the downtown community outside the walls of a traditional church setting.

Our goal is to reach families through the Dream Center services as a witness for Jesus and invite them to Sunday Services, Community Events, or Radius Church Life Groups.

Dubuque Dream Center Staff are designed to be Radius Church Leaders. D.D.C. staff have the dual purpose of being a Witness for Christ (Acts 1:8), through D.D.C. ministries and “make disciples” (Matthew 28:19-20) of the youth and families the Lord leads through the D.D.C.

(See Ultimate Church Structure)

OUR OPERATING MODEL

TRAINING AND INFLUENCE

- Emmaus Bible College
- Urban Alternative, Expository Preaching and Ministry Philosophy, Dr. Tony Evans
- Galena Bible, Expository Preaching & Local Church Internship
- KAP (Kingdom Agenda Pastors) Church Planting Training Workshops, Dr. Tony Evans
- Adopt-A-School Initiative, Community Outreach Ministry Model, Dr. Tony Evans
- Leadership Training Center, Dr. Tony Evans
- Biblical Eldership, Alexander Strauch
- Church Planting Tool Kit, Robert E. Logan
- Start Church – Ultimate Church Structure
- Radius Church, South Carolina, Church Planting Internship, John Reeves
- United by Faith: The Multiracial Congregation: Michael Emerson
- Grand Canyon University, Urban Ministry

Who we are:

Dubuque Radius Church

What we do — VALUE:

Make Disciples (Matthew 28:19-20)

The Oxford Encyclopedia of the Bible and Ethics description of the Biblical term discipleship: mathētēs in the New Testament as deriving from — manathanō, the verb for “teach” and states that the term applies principally to student-followers of a teacher.

The Encyclopedia highlights that the Greeks utilized this philosophy to develop a system to influence the whole Greco-Roman world. This process was called Hellenization, in which people who were not Greek began to adopt Greek thinking, language, and culture. That was all part of the concept of discipleship. The Encyclopedia notes that, once the Christian tradition exalted the unique role of Jesus as teacher (Matt 23:8), the term began to focus on the tenor of Christians’ ethic of following Jesus.¹

Jesus often utilized present day concepts to help teach Spiritual truth and instructions. Jesus, utilizing the Greek concept, that would have been familiar to His followers, established the strategy He desired his followers to imitate to transform the world. The discipleship strategy of the Greek philosophy during the era of the times in which Jesus and His disciples lived was an organized, systematic, and intentional strategy. This give us some idea of what our Lord had in mind when telling His followers to “make disciples,” giving them a system to model in order to spread His influence.

Biblical Discipleship is a system of mentoring, through modeling, teaching, and personal relationship building, using the example of Jesus Christ revealed in the Bible. Our goal is influence others towards maturity as Christians (Colossians 1:28).

Our Model for “Making Disciples” is to incorporate disciple making as part of all aspects of our local church and community outreach structure. Aspects of discipleship takes place in all ministry areas and process of growth of an individual who commits their life to Jesus Christ.

GEOGRAPHICAL OUTREACH AREA: DOWNTOWN DUBUQUE

Our primary focus and target area To Be Witnesses (Acts 1:8) and Make Disciples (Matthew 28:19-20), is in the North end and Downtown areas of Dubuque, Iowa. We do not limit our outreach and impact of people to these areas only, however. We encourage and support all who the Lord leads to Radius Church, to allow the Lord to guide them in who is reached in their Radius.

URBAN STYLE WORSHIP

Radius Church seeks to continue “Discipleship” intentionally through leading the congregation in Worship Songs, that are in line with what the Bible teaches and reinforce the message from the pastor or Bible Teacher.

The primary style of Worship Music at Dubuque Radius Church is from the African American Urban Tradition and Modern songs. Songs chosen can also be well known CCM (Contemporary Christian Music) songs that are lead in an urban style.

EXPOSITORY PREACHING

Dubuque Radius Church seeks to model, practice, and improve on an Expository method of teaching and preaching from the Bible. While there will be times when Dubuque Radius will focus on topics relevant to the culture we live in and the people we service, our primary methods to continue our goal of “making disciples” will be through Expository Preaching and Teaching. See below for more information and a definition on Expository Preaching:

Expository preaching involves the exposition, or comprehensive explanation, of the Scripture; that is, expository preaching presents the meaning and intent of a biblical text, providing commentary and examples to make the passage clear and understandable. The word exposition is related to the word expose—the expository preacher’s goal is simply to expose the meaning of the Bible, verse by verse.

As a method, expository preaching differs from topical preaching and textual preaching. To prepare a topical sermon, the preacher starts with a topic and then finds a passage in the Bible that addresses that topic. For example, for the chosen topic of “Laziness,” the preacher might refer to Proverbs 15:19 and 18:9 and touch on Romans 12:11 and 2 Thessalonians 3:10. None of the passages is studied in depth; instead, each is used to support the theme of laziness.²

9 MARKS OF A HEALTHY CHURCH EXPLANATION OF EXPOSITORY PREACHING/TEACHING

What is it?

An expositional sermon takes the main point of a passage of Scripture, makes it the main point of the sermon, and applies it to life today.

Where is it in the Bible?

- According to Scripture, God accomplishes what he wants to accomplish through speaking (see Gen. 1:3, Isa. 55:10-11, Acts 12:24). This means that if preachers want their sermons to be filled with God’s power, they must preach what God says.

- The Bible has many examples of this kind of preaching and teaching: Levitical priests taught the law (Deut. 33:10), Ezra and the Levites read from the law and gave the sense of it (Neh. 8:8), and Peter and the apostles expounded Scripture and urged their hearers to respond with repentance and faith (Acts 2:14-41, 13:16-47).
- On the other hand, God condemns those who “speak of their own imagination, not from the mouth of the Lord” (Jer. 23:16, 18, 21-22).

Why is it important?

Expositional preaching is important because God’s Word is what convicts, converts, builds up, and sanctifies God’s people (Heb. 4:12; 1 Pet. 1:23; 1 Thess. 2:13; Jn. 17:17). Preaching that makes the main point of the text the main point of the sermon makes God’s agenda rule the church, not the preachers.³

LIFE GROUPS

BIBLICAL MODEL

Life Groups are designed after the Biblical Model communicated by the Apostle Paul (2 Timothy 2:2; Titus 2:1-5), that supports Jesus original command (Matthew 28:19-20; Colossians 1:28).

CONNECTED RELATIONSHIPS

Life Groups is Dubuque Radius Church strategy for Christians to build intimate relationships with other Christians and Disciple prospects, with the ultimate goal of discipleship towards maturity in Christ.

SUPPORT GROUPS

Life groups are designed to provide a variety of supportive relationships that include social connections and friendships, encouragement through crisis, counsel, guidance for life decisions, and in-depth review of Biblical texts and life applications. These groups provide opportunities for individuals to get more understanding of Books and Topics taught on Sunday Mornings.

DISCIPLESHIP PARTNERS

Life groups are designed to include Christians of diverse levels of maturity. This will allow for a balance of relationships where individuals who are “making disciples” and those who are “being disciplined (See Paul and Timothy Chart).

TYPES OF GROUPS

Types of Life Groups at Radius are determined by Biblical Model and guidance from Scriptures, Available Leaders, Demographics the Lord leads to Dubuque Radius and needs, and Prayerful Decisions. Groups could include: Men, Women, Family, Social Need, or others.

PRAYER: Prayer, should be incorporated in every area of a Christians life as a Lifestyle (1 Thessalonians 5:17; Philippians 4:6; Matthew 6:5).

However, in order to provide personal support and prayer for one another as Christians, Prayer for one another should be incorporated in Life Groups. (James 5:16; 1 Thessalonians 5:11; Ephesians 6:18).

DISCIPLESHIP

DISCIPLESHIP GOAL:

Train Mature followers of Jesus Christ through the Holy Spirit and Biblically Focused Small Groups that include intentional relationship building and accountability (aka Discipleship) Col. 1:28

LIFE GROUP GOALS

- Establish maximum of 4 Disciples in each group (4 couples if marriage groups)
- Establish Culture of Commitment (FATS) Faithful Available Teachable Servants: 2 Timothy 2
- Train Your Disciples to Make Disciples (Matthew 28:18-20)

STRATEGY: 4 PRINCIPLES OF DISCIPLES (CHARACTERISTICS)

- Intentionality: Mark 3:13
- Intimacy: Mark 3:14-19
- Inconvenience; Discipleship will never just happen (Matthew 28:19-20)
- Imitation: Luke 11:1; I Corinthians 11:1
 - Children imitate behavior of parents; Paul said Imitate me as I imitate Christ

WHAT IS DISCIPLESHIP

- Mentoring; Apprenticeship
- Goal of Maturing in Christ (Colossians 1:28) (Hebrews 5:11-14)
- Called by a Personal God to accomplish a Designed Mission
- Disciples grow through Personal Training and Community Development; the Church
- Develop a Kingdom Mindset: Mathew 28:18; "Authority" over the Church: Christ Legislative Representatives reflecting God's Will on earth; who will one day rule in a new heaven and earth (Mathew 6:10).

WHO SHOULD YOU DISCIPLE

- Prayer and Holy Spirit Guidance
- Who's in your Radius, that you can grow through Radius (Family, Church, Community, Work)
- Look for FATS: Faithful Available Teachable Servants: 2 Timothy 2:2
- Christian or Non-Christian
- You choose or they request

WHEN DOES DISCIPLESHIP START? (TIMELINE)

- Begin prayerfully seeking 3-4 prospects
- Begin establishing relationships with any FATS prospects
- Establish formal training schedule and dates
- Training Timeline: 1-3 year (s)

TRAINING CURRICULUM

- God's Plan Your Life (Journey through Bible); Core Doctrines; Core Life Applications (topics) (Based on where we are as Core Body)

DISCIPLESHIP GROUPS:

- Men; Women; Family

OUR MODEL: HOLISTIC DISCIPLE MAKING

DISCIPLESHIP PROCESS:

- **Connection and Growth System: Mathew 28:19-20**
 - **Connection: Newcomers; Seekers**
These are areas of first contacts with those who may not know Christ, are searching for life answers, or looking to turn back to their Savior.
 - Personal Evangelism
 - Events and Potlucks
 - Dubuque Dream Center (Community Outreach Center)
 - Worship Services (Gospel message included in every sermon)

• **Spiritual Growth**

For those that respond to the message of the gospel and seek to grow in their relationship with Jesus Christ, we offer a Newcomers Class to review the basics of the gospel, Radius Church history, doctrinal statement, and ministries.

• **Life Groups: Discipleship**

Once a disciple completes the Newcomers class, a Life Group is recommended and chosen for continued spiritual growth and relationships building. Life Groups include learning the core biblical doctrines, growing in applying the characteristics and love of Christ in every area of life, and leading others to Christ. Life Groups types include the following:

- Men; Women; Family; Special Target; Dream Center
- Bible Training, Life Instructions, and healthy Relationships
 - Spiritual Maturity through accountable relationships
- Timeline: 1-2 years
- 2 Timothy 2:1-2; Titus 2:1-8

• **Ministry Involvement & Service**

Once a disciple has been trained through accountable relationships, disciples are encouraged to prayerfully consider their spiritual gift in partnership with their Life Group and discipleship partners and prepare to utilize their gift to serve and build up the local body of Christ. A Spiritual Gift Analysis is provided, but personal prayer and confirmation of gifts by the disciple themselves and confirmed through others through the Holy Spirit is a major part of the process. Present Ministries at Radius Church Dubuque include:

- Life Group Leaders/Bible Teachers
- Children’s Ministry
- Worship Team/Music Ministry
- Hospitality
- Communication
- Maintenance
- Finance
- Timeline: 3-5 years
- Romans 12:3-8; 1 Corinthians 12:1-31; Ephesians 4:11-16

• **Servant Leadership**

As disciples are faithfully involvement in Life Groups and accountable disciple relationships, where core biblical doctrines are understood, demonstration of Godly character is displayed, disciples have opportunities for servant leadership as the Lord leads and disciple’s desire.

- Elder/Teacher
- Deacon
- Administrating or Leading in area of Spiritual Gift
- Timeline: 5-7 years
- 1 Timothy 3:1-13; Hebrews 5:11-14

LEADERSHIP

Leadership at Dubuque Radius Church is provided through two primary areas. Ministry Leaders and Biblical Elders.

Radius Ministry Leaders can be hired through the Dubuque Dream Center or developed through Dubuque Radius Church Discipleship Model.

PROFESSIONALISM IN MINISTRY

The nature of ministerial leadership as a "profession" per a historical understanding of this term.

According to Joe Trull and Robert Creech, historically the word "professional" included a dual understanding of "knowledge and moral responsibility" (Ethics for Christian Ministry, Trull and Creech, 2017, 7). Trull and Creech highlight that historically a professional was more concerned about service and benefit to the needs of people or the community. Joe Trull's education on this history and culture of "profession" is very helpful in providing perspective to Christians and ministry leaders that our role as representatives of Jesus Christ or ministers by "calling," is designed to serve others and not just a vocation to gain status, prosperity, or notoriety.

Jesus taught His disciples that greatness is determined by service (Matthew 20:26), so this is also a biblical principal taught by our Lord Jesus, that all Christians should be aware of across all generations in the Church era.

The view of moral relativism has challenged the idea of ethical standards in general. How has moral relativism also impacted ministerial leadership?

Due to the modern culture of moral relativism and changing standards of moral absolutes, it can be challenging to establish a clear list of values in which "professionals" can be held accountable. "Relativism contends that there is no one absolute view of reality; therefore, all perspectives are equal in value" (Trull and Creech, 2017, 15).

Contemporary Professional Development has often crept into our local church and Christian Culture. Professional Ministers or Christian Workers are being measured, hired, promoted more on Work ethic, gifts, and capabilities (which are all great and should be an expectation), but Biblical values and standards based on God's Word, are being compromised, inconsistently applied, or not considered. It is important to note however, that secular influence on the Church is not just a modern or contemporary phenomenon for every generation in the history of the Church. Alexander Strauch in his book Biblical Eldership "An urgent call to restore Biblical Church Leadership," quoted historian Kenneth Latourette who notes "Roman concepts of power and rule corrupted the organization and life of the early churches" (Strauch, Revised 1995). May our Lord help us avoid this confusion of professionalism and Christian Ethics.

BIBLICAL REQUIREMENTS (TRAITS) OF SERVANT LEADERS

COMMITMENT, CONVICTION, COMPETENCY, CHARACTER

FOUR QUALIFICATIONS (CT. BY DARRELL W. JOHNSON)

The chief biblical texts that develop the requirements of leaders are: 1 Timothy 3:1-13, 2 Timothy 2:1-13, Titus 1:5-9, Acts 6:1-6, and Exodus 18:21-22.

The qualifications spelled out in these passages can be summarized in four words:

commitment, conviction, competency, and character.

COMMITMENT

Are the would-be leaders clearly committed to Jesus Christ as Savior and Lord? Is there a passion to know him in all his fullness? While different personality types express passion differently, there must be evidence of a fire inside to know and obey the Crucified and Risen One (Philippians 3:7-10).

CONVICTION

Do the would-be leaders have biblically informed convictions-about who God is, who humans are, the meaning of history, the nature of the church, and especially the meaning of Jesus' death and resurrection? Are they learning what it means to be transformed by the renewal of the mind (Rom. 12:2), to "think Christianly" about every dimension of their lives-money, time, sex, family, recreation? For this reason, Paul warns against being too quick to call recent converts to leadership; commitment and conviction take time to deepen.

COMPETENCY

Do the would-be leaders know how to make their way through the Scriptures? Can they help others find their way around the sacred pages (2 Tim. 2:15)? Have the would-be leaders been entrusted with appropriate gifts of the Holy Spirit (. 4:11-12, 1 Cor. 12:12-31, Rom. 12:3-8)? Do they have a working understanding of the gifts, and can they help others discern and deploy those entrusted to them? Do they have the necessary relational skills for this position? Do their relationships manifest the integrity and love of Jesus, especially in their marriage and with their children (2 Tim. 3:5)? The Kingdom of God, after all, is about righteousness; that is, right relationship.

CHARACTER

Are the would-be leaders taking on the character of Jesus? Someone has astutely observed, "It is not a matter of perfection, but direction." Are the potential leaders moving toward greater and greater Christlikeness? The lists of leadership requirements are finally about character. Do they exhibit self-control, hospitality, gentleness (control of anger), a quest for holiness, temperance? Is there evidence of dying to the love of money, to manipulation, to always having it one's own way? Are they faithful to their spouse ("husband of one wife")?

It should be noted that the injunction in 1 Timothy 3:4 that requires a leader to "see that his children obey him with proper respect" is not a demand for perfection. Even the best parents can have children that choose to disobey them (see Luke 15). Paul's concern is that those in leadership give their best energies and time to training their children.

What about "above reproach"? The point is that as leaders we should seek to be all that the Master calls us to be. It means being above condemnation as we confess and repent of our sins and failures and seek, by grace, to grow.

The biblical qualifications of a leader are commitment, conviction, competency, and character. *The greatest of these is character.*

6 ETHICAL CATEGORIES THAT RELATE TO MINISTERIAL LEADERSHIP

The six standards of ethical obligations for professional ministers mentioned by Trull and Creech in Ethics for Christian Ministry and summarized below are:

1. Education

Ministers should receive formal education in theology and practical field experience in order to develop the intellectual and practical experience to teach God's word effectively and apply God's Word to their personal life as an example to those they are influencing. Ministers should continue ongoing education throughout their lifestyle to grow as a minister in order to serve others according to the Biblical goal outlined in Scripture (Colossians 1:28).

2. Competency

As a shepherd, the minister should seek the assistance of the Holy Spirit, to continually improve on utilizing the gifts God has provided them to equip the church. (Ephesians 4:11-12). This includes vocational skills relevant to the local church in their personal context, under the accountability to the Word of God.

3. Autonomy

Ministers are called to commit to God's calling under the authority of Jesus Christ (Matthew 28:18), with an understanding that there could be consequences in the cultural context in which they live (John 17:14). As a servant leader under the authority of Christ, they should lead by the example provided and taught by our Lord Jesus Christ (Matthew 23:11; Mark 10:42-45).

4. Service

“The minister’s motivation for ministry will be neither social status nor financial reward but rather agape love, to serve others in Christ’s name (1 Cor. 13)” (Trull and Creech, 2017, 22). Ministers should be motivated to serve others because of the Love God has demonstrated them (2 Corinthians 5:18-21; 1 John 4:10-11).

5. Dedication

Ministers’ life and ministry focus should be “making disciples,” and teaching all those the Lord leads in their path, all that Jesus taught His original disciples (Matthew 28:19-20). As the apostle Paul understood, the primary focus of our message and our mission is Christ and Him crucified (1 Corinthians 2:2; 15:3-8).

6. Ethics.

In the minister’s individual life, amongst family, the church, and the community, the minister should represent Biblical morals and values as outlined in Scripture by the Apostle Paul, providing instruction and a model to Timothy. (1 Timothy 3:1-7).

MINISTRY LEADER ROLES

(Matt 28:19-20; Eph. 4:12; Rom. 12:4-8; 1 Cor 12:4-11; 27-28)

Ministry Leaders are Christians who have demonstrated the following for a **minimum of 3 years** (Acts 20:31), 1) Have clarity or an awareness of the Spiritual Gift God has given them through the Holy Spirit to assist in building up the Local Church, 2) Has consistently used their Spiritual Gift to serve the Local Church at Radius 3) Has consistently attended Discipleship Training options provided by Radius Church, 4) Has an understanding and in agreement with Core Bible Doctrines and the Radius Church Statement of Faith, 5) Consistently demonstrated a lifestyle consistent with values revealed in Scripture that reflect Maturity as a Christian

- Ministry Leadership Roles include:
 - Making Disciples through Life Groups or as a Discipleship Partner
 - Leading others in a Spiritual Gift Ministry area of the Church

BIBLICAL CHURCH OFFICE LEADER

(Acts 6:1-6; 14:23; 15:1-35; 20:17-35; 1 Tim. 3)

- Biblical Church Office Leaders are roles revealed in the New Testament given by God through the Holy Spirit, designed to equip Christians to grow the Local Church (Ephesians 4:11-12), or Serve physical or logistical needs of the Church. (Acts 6:1-6)
- Biblical Church Office Leadership Roles are Elders or Deacons (See Alex Strauch – Biblical Eldership).

CHRISTIAN AND CHURCH MEMBERSHIP

MEMBER DEFINITION

- Church membership is a reality made possible by God, not a status or definition determined by man. A member of a church is a Christian, any Christians, determined by God (Romans 12:4-5; 1 Corinthians 12:12-13; Ephesians 4:4-5).
- Members of the Church have Repented of their sin and sinful lifestyle (Acts 2:38), as Evidence of Holy Spirit (Ephesians 1:13; Romans 8:9) and have committed their life to follow Jesus Christ and His Standards and Instructions (Matt 28:18-20). This includes public Baptism and commitment to being Discipled.
- Our goal at Dubuque Radius Church is to prayerfully connect with Christians who desire or sense that are led by God to use their Spiritual Gifts provided by God (1 Corinthians 12:4-7) at Radius Church.
- Members of Radius Church are Christians who have committed to using their Gifts to help build Radius Church as a Local Church (Ephesians 4:11-12), by Committing to progressing through our Connection and Growth System (See Connection System Graph). Christians who are VISITING are “members” of the “church” by God’s design, but may not be serving or utilizing their spiritual gifts at Dubuque Radius Local Church, but they are Christians.
- Anyone VISITING Dubuque Radius Church, should NOT feel pressured to make any commitments to serving or utilizing their gifts at Radius. Those who desire to serve at Dubuque Radius, should do so, through their own Free Will, desire, and sense that God is leading them to serve at Dubuque Radius Church. Feel Free to VISIT as long as you desire.
- **Ministry Involvement**
 - Church Members are minimally at the **Ministry Involvement** Level in the Radius Connection and Growth System. Ministry involvement is an expectation and natural function of all Christians according to the Bible (Romans 12:4-8; 1 Cor 12:4-11; 27-28; Eph 4:12) and is evidence of authentic

connection to Jesus Christ and confirmed by gifts given by God through the Holy Spirit, designed to assist in building up the Local Church God has assigned to an individual Christian.

- Church Members can progress from Ministry Involvement to **Servant Leadership** roles, that includes Ministry Leadership roles or Biblical Church Office Leadership roles.

DUBUQUE RADIUS CHURCH MEMBER CONNECTION PROCESS

If you desire or sense that you are lead or called to serve at Radius or begin the process of determining:

1. If Dubuque Radius Church is a good fit for you.
2. If God is really leading you to serve and use your gift at Dubuque Radius Church.

The following steps should be taken:

1. Attend a Dubuque Radius Newcomers Class.
2. Schedule individual or family meeting with Radius Church Leader or Elder.
3. Attend a Dubuque Radius Church New Members 4-week session.
 - a. This includes agreeing to Dubuque Radius Statement of Faith and Signing the Radius Church Partner Covenant.
4. Following New Member Session, attend Formal and **Public Ceremony**, (that could include Baptism if New Christian), to publicly identify and commit to serving at Dubuque Radius Church.
5. Joining a Dubuque Radius Church Life Group.
6. Consistently attend Discipleship and Training options provided by Radius Church that include Sunday Services and Life Groups (Heb. 10:25).
7. Establish a Discipleship Partner, who develops an authentic friendship & influences growth towards Maturity in Christ Jesus (Col. 1:28; 2 Tim. 2:2; Titus 2:3-5).
8. Progress towards demonstrating a lifestyle consistent with values revealed in Scripture that reflect Maturity as a Christian (Rom 12-16; 1 Cor 12-15; Eph. 5-6).

DUBUQUE RADIUS CHURCH MINISTRIES AND ROLES

Modern Day Local Church Ministries assist Christians in caring out Jesus' command to "make disciples," in their individual, family, church, and community life.

DUBUQUE RADIUS CHURCH MINISTRIES INCLUDE:

- Preaching/Teaching - Expository Preaching and Teaching
- Children's Ministry - Discipling and building relationships with students 0-12th grade
- Music and Worship - Urban Style Worship Music that includes Modern CCM Songs
- Fiscal Management - Stewarding Resources for the Glory of God
- Communications - Informing Radius Members and Visitors of all relevant events
- Life Groups – Also known as Small Groups or Discipleship Groups
- Hospitality – Fellowship and relationship activities and events
- Facility – Functionality, Quality and Safety of Facility

ELDERS/PASTOR JOB DESCRIPTION

(1 Timothy 3:1-13, 2 Timothy 2:1-13, Titus 1:5-9, Acts 6:1-6)

Result expected:

Pastors or Elders teach God's word, pray for, and build relationships with Radius Church Members to equip the congregation to build up the local church and makes disciples of Jesus Christ in the Dubuque Community (Ephesians 4:11-15). Elders work together with the pastor(s) and other staff to fulfill legal and ethical responsibilities related to the church mission.

Spiritual gifts and qualifications helpful for the office

Individuals should have one or more of these spiritual gifts: exhortation (encouragement), wisdom, discernment, administration, shepherding, helping, servanthood, and leadership. If possible, elders should be diverse in gifts and experience. Some experience in human relations, personnel management, and communications is helpful. These individuals must listen well to both staff and

people of all ages in the congregation, while keeping a focus on the mission of the church. Elders must be able to maintain confidentiality.

Responsibilities of the elders

- Maintain a healthy and growing personal spiritual life. They engage in biblical and theological reflection about the mission of the church and biblical leadership.
- Elders encourages, strengthens, nurtures, supports, and respects the pastor(s) and staff and their families. They confer regularly about the personnel conditions and issues that affect the congregation's total ministry, including healthy life-work balance. They help the staff set priorities.
- Elders communicate openly and regularly with the pastor(s), staff, and congregation.
- Elders can be utilized for carrying out interviewing and proper screening (including background checks) for ministry positions.
- Elders partner with the Pastor and Ministry Leaders to develop and update the local church Ministry Model that reflects the needs, characteristics, and opportunities for mission of the charge consistent with the church's statement of purpose. Dubuque Radius Church Ministry Model will be reviewed and evaluated annually.

CHILDREN'S MINISTRY COORDINATOR

Result expected:

An effective coordinator will encourage all children in the congregation and community to grow in faith as Christian disciples. The coordinator will work with other church and community leaders to address the needs of children so that all God's children grow in strength and wisdom.

What's My Job?

As Coordinator of Children's Ministries, you are "responsible for assuring that children are considered and included within the life of the congregation. The coordinator will lead the children's council, when organized, and will work closely with Ministry Leaders and other program-related staff. The coordinator will vision, plan, and advocate for children, particularly in the areas of faith development, safety, and discipleship.

The coordinator will work with other leaders in the congregation to assure that policies and procedures are in place to help keep all children and the adults who care for and work with them safe.” These policies and procedures include such things as background checks, having at least two adults per group, and cardiopulmonary resuscitation and first-aid training. “The coordinator will also advocate for mission education for children. Dubuque Dream Center child development procedures and policies should generally mirror the local churches.

Spiritual Gifts and Qualifications Helpful for the Job

A children’s coordinator benefits from having a combination of these spiritual gifts: servanthood, teaching, exhortation (encouragement), leadership, administration, and shepherding. This leader should show evidence of passion for ministry with children and deep commitment to faith formation of children, prior effective ministry leadership, and evidence of active and growing discipleship. This person should demonstrate at least a basic knowledge of child development and understand the importance of providing a safe and nurturing environment for children.

- Useful skills for this position are the ability to listen to and communicate with people of all ages, the ability to work with other ministry leaders, the ability to delegate responsibility and to follow up to complete tasks.
- This leader should show genuine interest in responding to the hopes, needs, and concerns of children in the community.

Responsibilities of the Position

- The coordinator of children’s ministry will be attentive to the hopes, concerns, and needs of children in the community to determine how the congregation might serve them and their families and how they might serve one another as Christian disciples and good neighbors. The coordinator should identify key people in the congregation and community who are advocates for children’s needs and issues.
- The coordinator needs to be familiar with the congregation’s overall goals and how they are achieved through the congregation’s ministry by, with,

and for children and their families. This leader should pray intentionally for children and their families.

- This leader will advocate that all children are welcome and expected to be fully engaged in the ministries of the church.
- The coordinator will work with others to plan and carry out a comprehensive program for children that includes worship, study, fellowship, service experiences, and other experiences that guide children as they grow in faith. The coordinator will advocate for quality leadership and ample funding.
- The coordinator will lead the church in creating and annually updating Safe Sanctuaries policies and guidelines and living into them as a community of nurture.
- The coordinator will regularly and intentionally communicate with parents, families, and children’s ministry leaders in other churches, denominations, and non-profits, so that children have multiple opportunities to thrive.
- The coordinator will guide the work of the children’s council (if organized) throughout the year, including organizing and presiding at its meetings. If there is no council, the coordinator will keep an overall perspective of a quality, comprehensive ministry.
- The coordinator will work with other leaders to develop and secure theologically aligned and developmentally appropriate resources and curriculum that support the work of teachers and group leaders in ministry with children.
- The coordinator is encouraged to maintain a healthy and growing personal spiritual life and to lead others to do the same.
- The coordinator is accountable to the charge conference through the church council.

WORSHIP LEADER & MUSIC MINISTRY COORDINATOR

Result expected:

An effective leader works with the pastor and others so that the congregation will provide opportunities for worship celebrations that focus on God and help people

of all ages grow in their understanding of the gospel and become better equipped for daily living as faithful disciples.

Spiritual gifts and qualifications helpful for the job

- The Music Ministry Coordinator benefits from having one or more of these spiritual gifts: servanthood, teaching, exhortation (encouragement), leadership, wisdom, knowledge, faith, discernment, administration, evangelism, and shepherding.
- This leader should show evidence of passion for worshipping God and helping others worship through music, liturgy, and in personal and community practices.
- This leader shows evidence of growing discipleship.
- Useful skills for this position are the ability to listen to and communicate with people of all ages, interest in a wide range of worship experiences, interest in music and other worship-related arts, skills for researching worship issues and sensitivity both to what makes worship effective and ways people relate to God.

Responsibilities of the Position

- This leader will learn both about worship and about the people in the congregation and community to help plan worship appropriate to the congregation’s gifts and needs. This leader needs to be open to both a variety of worship styles and to the congregation’s traditions.
- This leader will work with the pastor and other leaders in planning worship. The coordinator will provide support for worship by identifying, training, and supporting worship leaders such as singers, choirs, praise dancers, creative artists, Scripture readers, ushers, greeters, and others.
- This leader will be familiar with Radius and Dream Center resources, facilitate their use, and will be able to recommend appropriate resources for educating all age levels and faith stages about worship life.
- This leader will promote and foster regular individual and family worship and spiritual formation.
- This leader will work with other ministry leaders so that worship celebrates the whole life of the congregation and community.

CHURCH ACCOUNTANT/BOOKKEEPER

JOB DESCRIPTION

Result expected:

The Radius Church and Dream Center accountant disburses all funds received into the church treasury in a responsible and organized manner, with funds identified and bills paid when due, so that the ministry of the congregation can be effective.

Spiritual Gifts and Qualifications Helpful for the Job

- This leader benefits from having one or more of these spiritual gifts: administration, discernment, giving, faith, and helping.
- Useful skills and experiences for this position are skills and interest in financial matters; ability to keep detailed, accurate records and maintain appropriate confidentiality; passion for financially supporting the mission of making Christian disciples for the transformation of the world; and ability to work with individuals and ministry teams.
- This leader needs skill in searching for new revenue sources along with an understanding of biblical stewardship and management of all resources that God provides.
- The accountant, financial secretary, or treasurer roles should be held by two people who are not immediate family members.

Responsibilities of the Position

- To provide financial services to church members and professional church staff.
- To obtain and record pledges made during church services or Dream Center events.
- To prepare quarterly giving statements.
- To enter weekly contributions to general fund, building fund, special funds, and donor designated funds.
- To keep confidential all financial contribution information.
- To enter all invoices submitted for payment, cut checks, submit to treasurer for signature, and prepare for mailing.
- To balance checking account and investment accounts and submit reconciliation to treasurer for signature.

- To submit to the church treasurer and church administrator a listing of all checks written during the month.
- To prepare monthly reports for Radius Church Members and individual ministry teams.
- To prepare monthly, quarterly and yearly payroll tax forms and make necessary deposits, and prepare.
- W-2s at year-end.
- Prepare a yearly budget draft for review and adoption by Elder Board and Ministry Leaders.
- To prepare for and cooperate with those appointed to perform a yearly audit of financial records.
- To prepare year-end financial reports for annual meeting.
- To perform other necessary and related work as may be assigned.

COMMUNICATIONS COORDINATOR

What is my job?

Communicate internally and externally so that members and others will understand and become interested in participating in local church ministries. Lead the congregation in effective communication for the 21st century.

Who is qualified for this job?

Spiritual gifts: exhortation (encouragement), knowledge, administration, and helping.

Experience, skills: This leader shows passion for communicating a clear message and skill with methods of communication—verbal, written, and electronic. At the same time, this person must be able to work with leaders of other ministry groups, have expertise in the field of communication, and interest in developing and sharing knowledge. This leader must be able to connect their knowledge and expertise to the vision and mission of the congregation.

What do I do?

- Maintain a healthy and growing spiritual life and lead others to do the same.
- Oversee and coordinate the communications that go from your congregation to its members and to

the community, such as print, email blast, electronic newsletters and announcements, telephone contacts, Radius website, Facebook, radio spots and programming, and broadcast journalism when relevant.

- Coordinate contacts between your congregation and community media.
- Collaborate with the church leadership team and church staff to plan program and benevolence promotions.
- Develop and produce video resources for internal and external ministry and outreach.

LIFE GROUP COORDINATOR

An effective leader will organize the congregation's small-group ministry so that Christian faith is nurtured, Christian community is built, and people of all ages are equipped for ministry as Christian disciples in daily life.

This leader will coordinate and implement the various life-group ministries of the congregation to ensure that all groups pay attention to study, fellowship, service, and commitment to being disciple and making disciples. Life groups could consist of men, women, family, youth, others.

Spiritual gifts and qualifications helpful for the job

- This leader benefits from having one or more of these spiritual gifts: servanthood, teaching, exhortation (encouragement), leadership, wisdom, faith, administration, helping, and shepherding.
- This leader should show evidence of passion for nurturing the Christian faith of others.
- Useful skills for this position are the ability to listen to and communicate with people of all ages and the ability to connect individuals with others who are supportive and encouraging as they grow together in faith and discipleship.

Responsibilities of the position

- Life-group leaders and coordinators will work cooperatively with the pastor to coordinate the implementation of opportunities through small groups for people in the congregation to grow and develop as disciples of Jesus Christ.

- Life-group leaders and coordinators will develop and carry out plans to promote attendance and participation in local church ministries.
- The leader may build a team of people with gifts and skills for implementation of the church life groups, develop training programs for leaders of life groups, and promote life groups in the congregation.
- This leader will be familiar with curriculum resources in order to make recommendations for classes and groups of children, youth, and adults.

HOSPITALITY MINISTRY DESCRIPTION

The most valuable earthly possession a person can have is a warm, supportive friendship. People without relationships are miserable people, but relationships cannot be purchased. They arise from our innermost needs, grounded in our God-given ability to love and care for others. A growing, healthy church nurtures healthy relationships.

Congregations face some real challenges in becoming caring churches.

The Bible suggests several attributes found in a ministry of hospitality. A focus on the needs of others rather than on one's own is exemplified in the stories of Abraham and the three visitors (Genesis 18), the Shunammite woman (II Kings 4:8-37), and the Good Samaritan (Luke 10:25-37).

A loving heart seeking relationship is exemplified by Mary (Luke 10:38) and in Simon's home (Luke 7:36-50). Courage to risk developing relationships is seen in Abigail (I Samuel 25) and in Rahab (Joshua 2).

RADIUS CHURCH DUBUQUE STATEMENT OF FAITH

GOD

1. We believe in one God, Creator of all things, holy, infinitely perfect, and eternally existing in a loving unity of three equally divine Persons: the Father, the Son and the Holy Spirit. Having limitless knowledge and sovereign power, God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory. (John 1:1-3; Mathew 28:19-20)

THE BIBLE

2. We believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired Word of God, the Bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavor should be judged. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises. (2 Peter 1:16-21; 2 Timothy 3:16)

THE HUMAN CONDITION

3. We believe that God created Adam and Eve in His image, but they sinned when tempted by Satan. In union with Adam, human beings are sinners by nature and by choice, alienated from God, and under His wrath. Only through God's saving work in Jesus Christ can we be rescued, reconciled and renewed. (Genesis 1:26-27; 3:1-24; Romans 5:12-14)

JESUS CHRIST

4. We believe that Jesus Christ is God incarnate, fully God and fully man, one Person in two natures. Jesus-Israel's promised Messiah-was conceived through the Holy Spirit and born of the virgin Mary. He lived a sinless life, was crucified under Pontius Pilate, arose bodily from the dead, ascended into heaven and sits at the right hand of God the Father as our High Priest and Advocate. (Mathew 1:18-23; 1 Corinthians 15; Hebrews 1:1-4)

THE WORK OF CHRIST

5. We believe that Jesus Christ, as our representative and substitute, shed His blood on the cross as the perfect, all-sufficient sacrifice for our sins. His atoning death and victorious resurrection constitute the only ground for salvation. (Acts 4:12; John 14:6)

THE HOLY SPIRIT

6. We believe that the Holy Spirit, in all that He does, glorifies the Lord Jesus Christ. He convicts the world of its guilt. He regenerates sinners, and in Him they

are baptized into union with Christ and adopted as heirs in the family of God. He also indwells, illuminates, guides, equips and empowers believers for Christ-like living and service. (John 14:25-26; John 16:4-11)

THE CHURCH

7. We believe that the true church comprises all who have been justified by God's grace through faith alone in Christ alone. They are united by the Holy Spirit in the body of Christ, of which He is the Head. The true church is manifest in local churches; whose membership should be composed only of believers. The Lord Jesus mandated two ordinances, baptism and the Lord's Supper, which visibly and tangibly express the gospel. Though they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer. (1 Corinthians 12; Ephesians 4; Romans 12; Mathew 26:26-29; 28:19)

CHRISTIAN LIVING

8. We believe that God's justifying grace must not be separated from His sanctifying power and purpose. God commands us to love Him supremely and others sacrificially, and to live out our faith with care for one another, compassion toward the poor and justice for the oppressed. With God's Word, the Spirit's power, and fervent prayer in Christ's name, we are to combat the spiritual forces of evil. In obedience to Christ's commission, we are to make disciples among all people, always bearing witness to the gospel in word and deed. (Ephesians 6:10-18)

CHRIST'S RETURN

9. We believe in the personal, bodily return of our Lord Jesus Christ. The coming of Christ, at a time known only to God, demands constant expectancy and, as our blessed hope, motivates the believer to godly living, sacrificial service and energetic mission. (Mathew 24; 2 Peter 3)

RESPONSE AND ETERNAL DESTINY

10. We believe that God commands everyone everywhere to believe the gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead bodily and judge the world, assigning the unbeliever to condemnation and eternal conscious punishment and the believer to eternal blessedness and joy with the Lord in the new heaven and the new earth, to the praise of His glorious grace. (Romans 3:9-24; Luke 16:19-31; Hebrews 9:27).

CORE BIBLE DOCTRINES

	ENROLLMENT DATE	COMPLETED DATE	STUDENT NAME	TEACHER
Bibliology	October-March			
Theology	October-March			
Christology	October-March			
Pneumatology	October-March			
Angelology	October-March			
Hamartiology	October-March			
Soteriology	October-March			
Ecclesiology	October-March			
Eschatology	October-March			
Baptism	October-March			
Communion	October-March			
Church Leadership	October-March			
Prayer	October-March			
Worship	October-March			
Marriage and Family	October-March			
Kingdom Men and Women	October-March			

TOPICS

	ENROLLMENT DATE	COMPLETED DATE	STUDENT NAME	TEACHER
Addictions	October-March			
Finances	October-March			
Sex & the Bible	October-March			
Calling and Career	October-March			
Dating and Singlehood	October-March			
Preparing for Death	October-March			
Dealing with Depression	October-March			
Black on Black Crime	October-March			
Racism in Dubuque	October-March			
Division in the Church	October-March			
LGBTQ & the Church	October-March			

OLD TESTAMENT BOOKS

	ENROLLMENT DATE	COMPLETED DATE	STUDENT NAME	TEACHER
Genesis	April-September			
Exodus	April-September			
Leviticus	April-September			
Numbers	April-September			
Deuteronomy	April-September			
Joshua	April-September			
Judges	April-September			
Ruth	April-September			
1 Samuel	April-September			
2 Samuel	April-September			
1 Kings	April-September			
2 Kings	April-September			
1 Chronicles	April-September			
2 Chronicles	April-September			
Ezra	April-September			
Nehemiah	April-September			
Esther	April-September			
Job	April-September			
Psalms	April-September			
Proverbs	April-September			
Ecclesiastes	April-September			
Song of Solomon	April-September			
Isaiah	April-September			
Jeremiah	April-September			
Lamentations	April-September			
Ezekiel	April-September			

OLD TESTAMENT BOOKS

	ENROLLMENT DATE	COMPLETED DATE	STUDENT NAME	TEACHER
Daniel	April-September			
Hosea	April-September			
Joel	April-September			
Amos	April-September			
Obadiah	April-September			
Jonah	April-September			
Micah	April-September			
Nahum	April-September			
Habakkuk	April-September			
Zephaniah	April-September			
Haggai	April-September			
Zechariah	April-September			
Malachi	April-September			

NEW TESTAMENT BOOKS

	ENROLLMENT DATE	COMPLETED DATE	STUDENT NAME	TEACHER
Matthew	April-September			
Mark	April-September			
Luke	April-September			
John	April-September			
Acts	April-September			
Romans	April-September			
1 Corinthians	April-September			
2 Corinthians	April-September			
Galatians	April-September			
Ephesians	April-September			
Philippians	April-September			
Colossians	April-September			
1 Thessalonians	April-September			
2 Thessalonians	April-September			
1 Timothy	April-September			
2 Timothy	April-September			
Titus	April-September			
Philemon	April-September			
Hebrews	April-September			
James	April-September			
1 Peter	April-September			
2 Peter	April-September			
1 John	April-September			
2 John	April-September			
3 John	April-September			
Jude	April-September			
Revelation	April-September			

RESOURCES AND SOURCES

¹“Discipleship,” in *The Oxford Encyclopedia of the Bible and Ethics*, eds. Margaret B. Adam and A. K. M. Adam. Oxford Biblical Studies Online. Accessed September 13, 2020, or publication date of encyclopedia.

²<https://www.9marks.org/about/the-nine-marks/>

³<https://www.9marks.org/about/the-nine-marks/>