

Steps to Establishing an Assimilation Ministry in the Local Church

- I. What is an assimilation ministry?
 - A. An assimilation ministry is a comprehensive, formalized, well thought out, strategic plan for bringing people through a process of conversion that will result in their active participation in the life of a local faith community. Or, it is a systematic way of bringing new converts into the church or “plugging people in.”

- II. Identify potential leaders in the following areas:
 - A. Altar Worker’s/Prayer Counselors
 - B. Usher’s Ministry
 - C. Greeter’s/Hospitality Ministry
 - D. New Beginnings Small Group or SS class (New converts and visitors)
 - E. Seeker’s Small Group or SS class
 - F. Discipleship Series Teachers

- III. Develop or obtain curriculum for training **members** in the following areas
 - A. Altar Worker’s/Prayer Counselors
 - B. Usher’s Ministry
 - C. Greeter’s/Hospitality Ministry

- IV. Develop or obtain curriculum for training **new converts, new visitors, or seekers** in the following areas:
 - A. New Beginnings Small Group or SS class which meets regularly on an ongoing basis and deals with the basic spiritual disciplines for growth:
 1. Assurance of salvation
 2. Establishing a Quiet Time for:
 - (i) Study of the Word
 - (ii) Prayer
 - (iii) Scripture Memory

3. Ministry Involvement
4. Sharing faith
5. Tithing
6. Membership
7. Spiritual Gifts
8. Baptism of the Holy Spirit

B. Seeker's Small Group or SS class which meets weekly on an ongoing basis to encourage

Unchurched persons to:

1. Discuss the General Claims of Christianity (apologetics).
2. Ask any question they have about the Bible, the Church, Christians, other religions, doctrine, etc. (encourage seekers to take the next step in conversion).
3. Experience genuine Christian community (hospitality).
4. This class or small group should always have more Unchurched or unbelievers than Christians.

C. Discipleship Series for (cf., Saddleback's Discipleship Series 1,2,3,4), offered every quarter:

1. New Members
2. Maturing Members
3. Ministering Members
4. Missionary Members
5. These classes are generally much briefer (1-2hrs in duration) and in no way are meant to replace the New Beginnings class, which is 8-12 weeks in duration, or the ongoing seeker's meetings.

V. Schedule regular meetings (once a week for housekeeping and planning, and once a week for spiritual development, prayer and accountability, and subsequently once a month or quarter for housekeeping as needed) of the previously described leaders (cf., Section II above) for the purpose of:

- A. Formulating a ministry action plan for implementing the ministry in the life of the church
 - 1. Background
 - 2. Strengths and Weaknesses
 - 3. Strategy
 - 4. Goals

- B. Identifying potential participants in the church who might want to be a part of the ministry.

- C. Identify the different entry points in the church through which seekers and new converts can become a part of the life of the church.
 - 1. Mid-week services
 - 2. Seeker small groups or classes
 - 3. Sunday Morning Worship Services
 - 4. Christian School Influence
 - 5. Other kinds of small groups
 - 6. Community Outreach

- D. Identify how these various aspects will fit into the church's:
 - 1. Mission – is it part of the stated purpose of the church?
 - 2. Calendar – are the meetings, classes, etc. integrated fully, without conflict, into the life of the church?
 - 3. Budget – do the spending priorities reflect maintenance of buildings, staff and ministry to existing members or is a sizable portion allocated to outreach resources (curriculum, advertising, personnel and other resources for reaching the Unchurched).