

Ministry Pathways Strategy



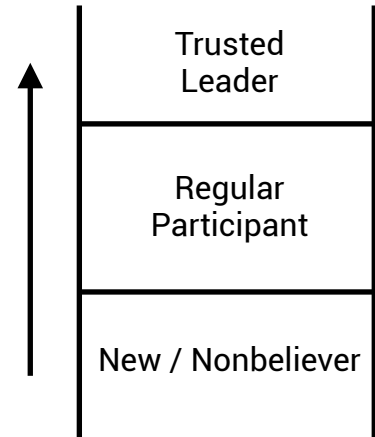
When a new person shows up at Tusculum, we want to be swift and intentional about **welcoming** and **including** them. We believe for an outside person to become an active believer, the pathway will resemble something like:

Belonging → Transformation → Belief

At an individual ministry level, this might look like:

Newcomer → Participant → Trusted leader

We want for all of our ministries to have an intentional strategy so that when a new person arrives with interest in your area of ministry, you already know exactly how you could put them to work and include them. Obviously, some tasks should be handled only by committed Christians who have earned our trust. But other tasks can help them grow to this point.



Creating My Pathway

There are some driving questions we want to consider. Here are four important ones, followed by other questions to help you some of the specific areas of focus.

BIG QUESTIONS

1. What are the doorways for newcomers (ranging from visiting non-Christians to newly joined members) to participate in our ministry?
2. How do members and participants move toward deeper involvement?
3. How do we develop trusted leaders?
4. What is one simple excellence improvement we can make in 2026?

NEWCOMER

- What opportunities exist within my ministry that do not require extensive experience or create significant risk?
- What immediate role or opportunity could we offer that helps a newcomer feel included without requiring prior experience?

REGULAR PARTICIPANT

- What meaningful responsibilities do we entrust to someone once they understand the basics of the ministry?
- What helps a participant grow deeper—skills, relationships, habits, or spiritual practices—through regular involvement in this ministry?

TRUSTED LEADER

- What qualities, competencies, and spiritual maturity would someone need in order to help lead or carry significant responsibility in this ministry?
- If someone were to eventually replace me, what specific roles or decisions would they need to be trusted to handle?

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Write below how you envision a person at all three of these levels within your ministry.

NON-BELIEVERS / NEWCOMERS

REGULAR MEMBERS / MINISTRY PARTICIPANTS

TRUSTED LEADERS