

# Things to Come Mission in the Philippines

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## **Introduction:**

This paper endeavors to discuss the *national structure* of Things to Come Mission as an organization and the *national structure* of the Grace churches under the Mission in the Philippines.

It is necessary to study both structures in order to discover how the relationships of the different parts contribute to the strength of the organization and growth of the Grace churches in the country.

A *structure* is something made up of interdependent parts in a definite pattern of organization; arrangement or relationship of elements in a substance, body, or system. (*The Meriam-Webster Dictionary*)

## **I. The National Structure of the Mission**

The attached copy of organizational chart (TCM's Organizational Chart) shows the set up and flow of leadership, functions, and responsibilities which provide direction to the organization.

### **A. The Leadership** (See TCM's Org. Chart)

The TCM leadership consists of a group of persons arranged in successive orders, each of which is subject to or dependent on the one above it. It is highly recommended that both leaders and members of the Mission should be familiar with this organizational set up of leadership in order to understand how things are being done, sustained, and pushed forward to achieve maximum performance in the ministry.

#### *1. The Board of Trustees (BOT)*

The Board of Trustees exercises management and administrative functions of the Mission. It also performs the following:

- a. Makes decisions on various ministry concerns;
- b. Formulates ministry plans and programs;
- c. Evaluates/reviews/monitors existing plans and programs;
- d. Coordinates functions of leadership;
- e. Provides direction for the Mission.

#### *2. The Executive Director*

He executes and implements decisions of the board and other administrative functions of his office through issuance of memoranda. These memos are channeled through the existing lines of communication. He reports and is responsible to the Board of Trustees.

(Ways of disseminating information include: memos, actual church visits, regular workers' meetings, virtual communications, Praise & Prayer Notes, and Springs of Living Water.)

#### *3. The Area-Assigned Trustees*

Each member of the board of trustees is in charge of certain geographical areas where the districts are located. Through him memos from the executive director containing decisions of the board and other administrative actions are channeled for distribution to the supervising ministers (SMs) and deputy supervising ministers (DSMs).

4. The Department Heads

Each department head initiates planning for the ministry of his department consistent with the TCM Vision-Mission and goals. He reinforces implementation of memos, ministry plans, and programs. He is an “alter ego” of the executive director. He reports directly to the executive director and indirectly to the board of trustees.

5. The SMs & DSMs/Consultants

The supervising minister (SM) initiates and spearheads the planning for the ministry in his district. Each district SM (together with his deputy) is responsible for the circulation of copies of the executive memos among the workers and churches under his district. He sees to it that implementation of both board’s decisions and administrative actions is properly carried out in the churches in his district. He reports directly to the director of the Field Work Department (FWD) and indirectly to the executive director. The Deputy Supervising Minister (DSM) assists the SM in the district. The Consultant serves as senior adviser in the district.

6. The Pastors/Workers

Each pastor/worker is the “chief officer” (CO) of the local church where he is assigned. He leads the planning for the ministry of the local church. He reports directly to the Supervising Minister of the district and indirectly to the director of the Field Work Department.

7. The Lay Leaders

He leads the planning of the activities of his organization in coordination with the local church worker (in the case of local level organization) or SM of the district (in the case of district level organization). He reports to the local church worker and SM of the district.

**B. Other Organizational Components**

1. The Vision-Mission Statement

TCM Vision-Mission Statement *provides* clear focus on the ministry. It *inspires* the achievement of ministry goals. It *produces* quantitative and qualitative ministry results. The following is TCM Vision-Mission:

*“Things to Come Mission, Inc. endeavors to follow the global ministry concerns of the Apostle Paul as he follows Christ. It envisions to establish a Grace Church in every municipality and city in the Philippines, and commits itself to **win** the lost, **edify** the saints, **plant** reproducing Grace Churches, and **produce** committed believers in the teachings of Grace whose lives are Christ-like in character”.*

2. The Core Values

Core values are beliefs (convictions, standards or ideals). Values communicate what is important – the organization’s foundational principles. Core values of the TCM Field Work Department:

*Dependence on God, Prayer, Godly Leadership, Grace Orientation, Edification, Integrity, Competence, Teamwork, Efficiency, Mobilized Laity, Evangelism, Home & World Missions, Stewardship and Relationships.*

3. The Doctrinal Statement

The Doctrinal Statement contains the Biblical, fundamental, and dispensational teachings which TCM believes in. These teachings or doctrines are the “fighting faiths” of the Mission. Clear understanding of these doctrines **preserves** and **strengthens the unity** of the members in the organization.

#### 4. The TCM By-Laws

The TCM amended By-Laws which took effect during the TCM 50<sup>th</sup> Anniversary (2008) contains the fundamental rules which govern the affairs of the Mission and relationship to the Philippine government. Among others, the By-Laws, through its various provisions, defines the following titles: Office, Membership, Board of Trustees, Meetings of Members, Officers, Committees, and Amendments.

## II. The National Structure of the Grace Churches

### A. Organizational Groups

#### 1. The Board of Trustees (See TCM's Org. Chart)

The Board of Trustees oversees the management and administration of the Mission. (See other functions under: "The National Structure of the Mission", Page 1.)

#### 2. The Executive Director (See Org. Chart)

#### 3. The Area-Assigned Trustees (See Org. Chart)

#### 4. The Field Work Department under the FWD Director (See Org. Chart)

The department through the director:

- *Facilitates* planning for both short and long term ministry goals for the department;
- *Provides* leadership enhancement programs for workers and lay church leaders;
- *Develops* training programs for spiritual growth of the members in the local church;
- *Promotes* healthy relationships between workers and church members;
- *Cultivates* continuous active participation of the church members in terms of prayers and financial support to sustain the ministry in the local, district, and national levels; and,
- *Strengthens* partnership of workers and church members in expanding the ministry.

#### a. The Regional District (SMs)

The SMs initiate an inter-district fellowship annually for their workers to promote camaraderie and healthy relationship among them in the districts. The fellowship also offers opportunity for leadership enhancement of workers which helps to keep them energized for the ministry.

#### b. The Ministry Districts (SMs/DSMs/Consultants)

The SM leads in planning and coordinating ministry activities for the district. A meeting among workers in the district is held regularly for purposes of sharing ministry experiences, praying for various concerns, reviewing implementation of plans and programs, and disseminating of information, among others.

#### c. The Local Churches (Workers – Pastors & Bible Women)

- 1) *The churches* provide the needed support for the ministry. The main income supporting the work comes from the churches. They provide support for the workers and programs.
- 2) *The workers* (pastors and Bible women) serve as the hub in the grassroots level of the TCM ministry. This group is responsible for educating the church members in the Word of God and motivating them to actively participate in supporting the ministry in terms of

prayers and financial support. The lay leaders are also considered church workers. This group works side by side with the pastors and Bible women in their local churches.

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### B. The “Think Tank” Groups

#### 1. The Board of Trustees

This nine-member board meets quarterly. (See functions under “The Leadership”, Page 1.)

#### 2. The Annual Summit Meeting

This annual meeting is a top leadership-level meeting where plans are prayerfully discussed in workshops and buzz sessions for the whole ministry of the Mission. Some of the existing plans and programs for church growth of TCM, Philippines were outputs from prayerful workshops during the Summit Meeting. Included in the top leadership-level meeting are: Members of the Board of Trustees, Department Heads, Supervising & Deputy Supervising Ministers, and Campus Directors of Bible schools. This meeting is held two days before the TCM national annual conference.

#### 3. The TCM Workers Continuing Education Program

This instituted program provides opportunities for planning the ministry and is designed to achieve the following objectives: *develop skills* and spiritual character of the workers (pastors, Bible women, & lay leaders); *cultivate deeper team building spirit* among fellow workers and leaders; *renew the commitment* of the workers and leaders to the TCM Doctrinal Statement, TCM Vision-Mission, Mission policies, and other ministry documents; *provide a forum* on special problems workers and leaders face in the ministry; *foster closer and healthy relationships* among fellow workers and leaders; *enhance the effectiveness and efficiency* of the workers and leaders in the ministry; and, *offer an opportunity* for workers and leaders to learn new knowledge and ideas which are beneficial to the ministry.

### C. The Follow-Up Groups

#### 1. The Leadership District/Church Visits

Scheduled visits are conducted the year-round by the top leadership. The supervising minister makes the scheduled church visits in his district. This program aims to *clarify* issues affecting the ministry; *encourage* the members in the faith; *inform* the members of existing plans and programs, and policies; *challenge* the members to support more the ministry both in prayers and finances; and, *listen* to feedbacks.

#### 2. The Regular Workers’ Meeting

This type of meeting is scheduled regularly in the district level. The frequency of this meeting depends on the district (e.g. monthly, bimonthly, and quarterly). The agenda during the meeting usually centered on reports of ministry developments in each local church; review and evaluation of plans and programs; resolving conflicts; and praying for one another, among others.

## III. Significant Ministry Developments in the Philippine Grace Churches

### 1. Exercise of Local Autonomy

The Grace congregations exercise local autonomy in some aspects (e.g., planning of local ministry, administration of the group, and financing their programs).

- a. The church plans for the local expansion ministry both inside and outside, and supports the common goals of the Mission (e.g., evangelism and church planting).

- b. The administration of the local group is led by a council of leaders or a board, and officers of the local organizations.
- c. The local funds supporting the various aspects of the local ministry are derived from the income of members.

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### 2. Involvement in Financing Various Ministry Needs

- a. They support their own programs.
- b. They support their own workers.
- c. They give 10% share of their local income from offerings to the Mission.
- d. They finance their church building program.
- e. They support common plans and projects in their districts.
- f. Some are sponsoring church planting ministry in new areas.
- g. A number of local congregations support foreign missionaries.

### 3. Working Together with Other Churches

- a. They plan for cooperative evangelism to reach out a community for Christ.
- b. They do ‘‘bayanihan’’ (helping one another) activities – like erecting chapels.
- c. They help sister churches and members in times of calamities.
- d. They co-sponsor hosting fellowships, conferences, and other group meetings.
- e. They contribute money to churches that need funds for their building projects.

### 4. Encouraging Attendance in Conferences and Fellowships

All sectors of the TCM population (men, women, youth, and children) hold annual conferences and fellowships. These meetings are always well-attended. These people are from the Grace churches.

### 5. Increase in 10% Giving

Since the program started in 2007, this type of support for the TCM ministry is significantly increasing. Scores of churches are now generously participating in this way of supporting the ministry.

### 6. Willingness to Participate

The willingness of the churches to participate in the realization of the TCM ministry goals is increasing in momentum. The general assembly at the conference is always unanimous in confirming plans and programs for growth of the ministry. The workers and delegates are representing the Grace churches in the Philippines.

## **Concluding Statements:**

These foregoing significant ministry developments, among others, are clear indicators of both *internal* and *external* strength of the congregations of the *TCM Grace Gospel Church Christ* in the Philippines.

May the information discussed today, here in Bali, Indonesia, bring encouragement and blessing to the ministry in the countries we represent in this historic *Southeast Asia Grace Believers Conference!* God bless us!

*(Southeast Asia Grace Believers Conference, Nirmala Hotel & Resort, Bali, Indonesia, May 2-5, 2012)*

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