

A Church Looking Forward

A Profile of Derbyshire Baptist Church

June 19, 2011

Transition Team

Acknowledgements

The Transition Team wishes to thank the DBC congregation and staff for their support and input as we developed a profile for our church and a new pastor. We have carefully considered all the comments passed along to us and consolidated the information into this report. Any comments we received will accompany this report and will be passed along, with our prayers and support, to the Pastor Search Committee for their review. We ask that you continue your prayers for the Pastor Search Committee as they identify and recommend a new pastor to Derbyshire.

Andy Cole
Hatcher Cole
Justin Leep

Steve Leggett
Andrew Littlejohn
Jen Payne

Brenda Robinson
Don Sage
Bill Smith

Derbyshire Baptist Church (DBC) is a warm, friendly, and family focused church, looking to continue its Kingdom Vision with the following core values:

Missions: Derbyshire began as a missions church and we continue to practice the Great Commission given by Jesus.

Generosity: Derbyshire intends to continue giving our lives and resources as an expression of our faith.

Community: We value the fellowship and the quality of the relationships we enjoy together.

Worship and Music: We are committed on the Lord's Day to worship with excellence as our gift to the one God.

Outreach and Evangelism: We are witnesses to the life and work of Jesus Christ and are commissioned to share our witness of Him clearly, boldly and widely.

Faith Development: Derbyshire is committed to nurture faith – individually and congregationally.

While DBC has great vision on moving forward, we have had challenges of lost members and the resignation of the pastor and several staff members. This has been a time of reflection and introspective evaluation on what DBC wants to be and do. Our members have reaffirmed our core Kingdom Vision values and have mandated that the church will operate with active congregational involvement, both in direction and participation.

Derbyshire has a solid base of lay leadership who are eager to continue to build a growing community as well as continue to support the congregation's heart for missions. We would like to partner with a pastor who can keep the congregation aware of opportunities and be a strong catalyst to find new methods as well as new areas to expand. We would like to have a pastor who can help both young and mature believers seek opportunities to use their talents in our neighborhood as well as look to foreign fields. Derbyshire has had several youth called to the mission field and several more being called to seminary. It is our desire to have a pastor to foster and encourage the congregation to seek God's will in where they may serve.

Derbyshire Baptist is a moderate church, fully supporting the 1963 Baptist Faith and Message, the Richmond Baptist Association, and the Baptist General Association of Virginia. The church's operation is based on our Constitution, By-laws, and Standard Operating Procedures and Policies.

A Profile for the Future of DBC

As a church, DBC aspires to:

- *Build a strong presence in our children and youth programs and look to our more seasoned members for establishing discipleship programs that grow the younger members as vibrant leaders of the future. DBC is blessed with talented and dedicated lay leadership enabling this goal;*
- *Be involved in mission activities within and outside the church, with special emphasis on local ministries;*
- *Be recognized as a traditional church with unique ministries that set us apart from others;*
- *Consider our music ministry program as a catalyst to attract new members and retain existing members. Our worship experience is enhanced by our musical presentations and worshipful expressions;*
- *Value outreach and community activities and consider them an essential part of our church;*
- *Ensure an environment for personal spiritual growth;*
- *Maintain high standards for our collective leadership for doing God's work.*

Based on our vision as a church, DBC, as a congregation, seeks these characteristics of a future pastor:

“Knows my name”

- *A pastor who is one of us, part of the church family, and is accessible to all with an open door*
- *A pastor who relates to all ages and seeks to promote community between the generations of the congregation*
- *A pastor who grasps the importance of discipleship of all ages, with a focus on younger generations and a strong investment in our children and youth ministries as well the young adult community*

Strong Pulpit Presence

- *A pastor who, through biblically-based sermons, puts the congregation in God's Word*
- *A pastor who makes God's scripture relatable and applicable to our daily lives in today's culture and world*

- *A pastor who inspires the congregation to take God's message outside the church walls after Sunday morning*

Present and Engaged in the Kingdom Vision

- *A pastor who leads staff in support of all ministries, with the ability to delegate within staff to sustain this support.*
- *A pastor who is a dynamic leader that fosters an atmosphere of staff collaboration and accountability.*
- *A pastor who leads by example, partnering with staff and lay leadership to encourage the congregation to serve, utilizing the gifts and talents God has given us to share His Gospel and grow His Kingdom.*

In addition to pastoral relationships and involvement, we envision a pastor willing to build a future with congregational support, preferably with family involved in the congregation. While education and abilities are important, we do not want to rule out a highly qualified candidate who does not have a doctorate. The congregation desires a pastor who performs pastoral care, visiting shut-ins, the sick, and other members in need. We want a person who is extroverted, a good speaker, Bible-based, and can manage diversity in congregational blends. The pastor will be asked to support all the programs DBC has embraced in our ministries.

Current Staffing Structure and Needs of DBC

Although the clerical positions are fully staffed, the ministerial staff is presently composed of the interim pastor, the minister of music, and the minister to children and families. We are in a rebuilding phase of our church which presents the opportunity to re-evaluate the past and look to the future in support of how we want our church to grow.

We have an exceptional lay leadership team, performing many of the tasks to fill the voids created by recent challenges in our church life. We feel this has given us a time of reflecting on how we support our church as individuals and as a church body. In our analysis, we have talked openly about past experiences and changes we see necessary to meet our leadership goals.

We offer an organizational structure in support of the DBC profile and core values with many of the required positions being performed by lay leaders. We see this time as inspirational and a re-commitment to our beliefs and seek a pastor that shares our goals and can work diligently and cooperatively to grow a spirit-filled, Bible-based church.

Staffing requirements for DBC are directly tied to our Kingdom Vision and ministry initiatives. The professional staff should reflect the mission of the church body as we jointly work towards common goals and our stated mission. Based upon survey, class discussion, and cottage meetings, we have identified the following staff positions. This is in no way to reflect a permanent structure, but is consistent with current congregational needs.

Ministry Staff:

Pastor	VACANT
Minister for Christian Formation Education & Discipleship	VACANT
Minister to Youth and Young Adults	VACANT
Minister to Children and Families	Susan Warren
Minister of Music Composer in Residence	Rev. David Schwoebel
Pastor Emeritus	Dr. James Copeland

Administrative Staff:

Administrator (non-paid)	Bob Satterfield
Office Manager	Julie Hoffman
Administrative Assistant for Ministries	Laura Cooper
Office Receptionist and Secretary	Christine Overbey
Church Hostess	Virginia Cannon
Building Superintendent	John Click

The congregation of DBC has identified a profile for the pastor. Key roles for this individual should include: focus on the ministry of outreach, mission leadership, and pastoral care/visitation. The pastor could be involved in identifying potential candidates for other ministry vacancies. This would be particularly helpful as we would seek persons with spiritual gifts that would be complementary to that of the pastor. DBC will need to commit to financial capacity and readiness to establish a timeline of when these individuals can be called.

In addition to the professional staff, DBC has the current lay leadership positions:

Kingdom Vision Teams and Leaders for:

Faith Development	Community
Outreach and Evangelism	Worship and Music
Generosity	Missions

Moderator

Church Clerk

Council on Ministries Leader

Administrator (Elected by church as Administrative Director until one can be employed)

Youth Coordinators (Elected by church until a Youth Minister can be employed)

Youth Ministry Team

Children and Families Ministry Team
Deacons
Trustees
Finance Director
Assistant Finance Director
Endowment Fund Director
Leadership Development Director
Personnel Director
Property Director
Sunday School Superintendent
Communications Director

The Lay Leadership positions are elected/appointed by the church in accordance to our By-laws.

Ministry Relationships of DBC

At DBC, we believe that missions make the church. From the youngest to the oldest there are mission opportunities for all. DBC firmly believes missions are not just a program but a true calling of God...a calling for us to meet a need while spreading the gospel, all in the name of Christ. DBC has a rich history of serving others and working with several community partners.

Many of our Sunday School classes are active with projects they have undertaken. Currently, the missions team which is made up of a diverse group is leading the church-wide effort. A sampling of projects would be:

- CARITAS (Churches Around Richmond Involved To Assure Shelter)
- RBA Mission Centers
- Camp Alkulana
- Love Offering
- Community Food Banks
- Impact Virginia
- Passport
- Lamb's Basket
- WMU mission projects

Within the church, other ministries include Mom's Free Morning, DBC Nursery School, and the Cambodian (Khmer) Mission. In the Richmond area, DBC has started both Cambridge and Gayton Baptist churches. DBC continues to support the Richmond Baptist Association, Baptist General Association of Virginia, and both the Southern Baptist Convention and Cooperative Baptist Fellowship.

Going forward, the congregation of Derbyshire Baptist Church seeks to put the Kingdom Vision into action, and seeks a pastor who embraces the opportunity to work with us hand-in-hand to bring God's kingdom here in Richmond!

So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up. Ephesians 4:11-12 (NIV)

KINGDOM VISION





Missions

Community

Outreach & Evangelism

Generosity

Worship & Music

Faith Development

Kingdom Vision...

a view to the future of Derbyshire Baptist Church.

Following the example of Jesus Christ, we are to serve the Kingdom of God here on earth. This is our heritage and our mission. This is what matters most in our life and work as a community of Christian faith.

Introduction

The Background

Discussions began in November 2006 about how best to define a future path for our church. This was prompted by member concerns related to the use of the Love Offering and income from the Endowment Fund. It soon became apparent that any study should not be confined to a very narrow view focused strictly on the Love Offering and the Endowment Fund. Setting direction for the effective use of the two funds could only be accomplished if considered in harmony with the many ministry and missions activities of the church. In a changing world and a changed community, the sense was that the best approach would be to examine the church in its entirety with the goal of identifying a path for the future.

A study plan to be conducted by the Derbyshire 360 Task Force was presented to the church in conference on Wednesday, January 30, 2007. Approval was received for the Task Force to proceed with the study.

Since its beginning, the Derbyshire 360 Task Force has tapped numerous sources for information about the church and its community of service. Attention was given to the history of Derbyshire, the past, where we stand today, the present, and where we can go together, the future. Derbyshire members were surveyed twice. Interviews were conducted with Derbyshire staff ministers and Baptist leaders in Virginia. Visits were made to Baptist churches in the area. A demographic study of the Derbyshire ministry area was obtained through the help of the Virginia Baptist Missions Board. Throughout this lengthy process, much has come to light about the challenges and opportunities for churches in a postmodern world.

Our History

Derbyshire Baptist Church has a rich history. It is also a large, healthy and mature church ranking in the 97+ percentile in worship attendance among 1,400 BGAV churches. Derbyshire was founded at a time when the West End of Richmond along the Patterson Avenue corridor was experiencing significant residential growth. The church grew in membership with a corresponding growth in the size of its facilities. This culminated with the construction of enlarged educational facilities in 1996.

Among its many accomplishments, Derbyshire was instrumental in the establishment of three congregations in the West End. In earlier years, our church benefited from the presence and leadership of a meaningful number of individuals employed by the Foreign Mission Board (now the International Mission Board). One result was that historically a core focus of the church was a strong commitment to missions work. Led by Dr. James Copeland, Derbyshire also embraced a spirit of koinonia, reaching out in a friendly and concerned way to its members and surrounding community.

Now, nearly a decade into the 21st century, it is evident that much has changed at Derbyshire. With the decreased number of members with backgrounds at the International Mission Board, the leadership and momentum for missions has diminished. As the growth of new residences in the area contiguous to the church has abated, young families and families with children now represent a smaller percentage of total membership than in past years. This is reflected in the participation levels in the children and youth ministries. It also finds the church with a diminished number of younger persons available to assume leadership positions in the church. Nearing a half-century of service, the change in the nature and make-up of the congregation is clearly evident.

The Study

The Derbyshire 360 Task Force, based on member input, has identified six **core values** held in high regard by church members. These are the things that matter in the life of the church. They define our fellowship, our spiritual experience and our service in God's Kingdom.

Missions: Derbyshire began as a missions church, and we continue to practice the Great Commission given by Jesus.

Generosity: Derbyshire intends to continue giving our lives and resources as an expression of our faith.

Community: We value the fellowship and the quality of the relationships we enjoy together.

Worship and Music: We are committed on the Lord's Day to worship with excellence as our gift to the one God.

Outreach and Evangelism: We are witnesses to the life and work of Jesus Christ and are commissioned to share our witness of Him clearly, boldly and widely.

Faith Development: Derbyshire is committed to nurture faith - individually and congregationally.

While cognizant of the changed nature of the church and the surrounding community, the study has confirmed that there is a solid foundation upon which to build for the future. We have a multi-talented membership and ministerial staff. The financial commitment of members to the church and to missions continues to be strong. Highlighted by an outstanding Music Ministry, a dynamic Children's Ministry and long-standing commitment to the Youth Ministry, many important pieces are already in place. Derbyshire has a bright future in doing the work of God's Kingdom.

Recognizing the changes within the church and the community, one element of the Derbyshire 360 Study has been the identification of responses needed by church members and leaders as we look to the future. Most significant is the realization that Derbyshire is now a large, regional church that requires we do things differently. Relying almost totally on paid staff will not work if we are to reach our full potential. Success in meeting the expectations of the **Kingdom Vision** will reflect the willingness of all Derbyshire members to commit themselves, their energy and their resources to the work to be done. The **Kingdom Vision** will reach its potential when every member takes ownership and commits himself or herself to meeting its challenges.

The proposals that follow are the first step of the **Kingdom Vision**. Each of our six values will have leaders and resources to seize God's future for us.

Our Thanks

The Task Force is very appreciative of the participation, support and patience of Derbyshire members during the study. A compilation of the information gathered plus an in-depth search by the Task Force for the future direction of the church have been brought together in a theme representing the results of our study: **Kingdom Vision**. The thoughts and recommendations found in the following pages provide a framework for the start of fulfilling the **Kingdom Vision** of Derbyshire Baptist Church. Study results offer a beginning for what can be a renewal of energy and commitment to the work of God's Kingdom. With the prayerful support and involvement of every member, Derbyshire can and will do great things.

Respectfully submitted,

Derbyshire 360 Task Force

May 4, 2008

Del Agee

Diane Donati

Gray Key

Hatcher Cole

Jim Gillum, Chmn

Jeannie McCain

Bob Dale

Peggy Jones

Liz Nelson

Missions

“Therefore go and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit.” (Matthew 28:19)

Missions, from the Latin “to send”, propels us into Christ’s harvest field (Luke 10:1-24). Everything we do and are as Christians is our mission, and this task is directly from God. Missions expresses faith outwardly, and in this case encompasses both social ministry and evangelical outreach. Each Derbyshire member can reach out to those who are in the midst of our congregation. Together we can be witnesses who love and impact our larger community, as well as the farthest reaches of the world with the gospel of Jesus Christ (Acts 1:8).

Derbyshire was begun as a mission church, and we have continued to practice Jesus’ Great Commission locally and internationally (Matthew 28:19-20). Our church has been home to many retired missionaries and staff of the International Mission Board. Our congregation has been a strong supporter of missions through prayer, hands-on service and financial giving. We have sponsored three local mission churches (Gayton Baptist, Cambridge Baptist and the Cambodian Mission) and have given liberally to local and foreign mission efforts.

Many members of our church have expressed concern, however, that we have lost our passion for missions in recent years - that we are too inward focused rather than reaching out to others. One of the strongest themes emerging from the 360 studies is that we as a congregation desire to make missions more of a foundational part of our church life and work. Our **Kingdom Vision** is to revitalize Derbyshire’s missions efforts, emphasizing increased local opportunities. New missions efforts should be:

Proactive - We will actively seek out where God is calling us to use our church’s strengths to meet the needs of our community and larger world.

Balanced - We will maintain a balance between local ministry and regional and international efforts, as well as between financial giving and face-to-face connection.

Intentional - We will choose our mission actions in a well-planned and coordinated manner, deliberately furthering the **Kingdom Vision** through reaching others’ physical and spiritual needs.

Focused - We will accomplish more together, moving in the same direction, than through many individuals or groups in divided efforts. Our God-driven values will guide us.

Sustainable - Missions is to be a lifestyle for us; we are changed as we work to serve God by reaching out to others. We seek to move from single projects to more ongoing involvement in others' lives.

Members of our congregation have told us that they would like to be used by God to reach others in a hands-on way. Derbyshire staff values transformation of lives rather than just putting on a band-aid. We would like to teach someone how to fish rather than just give them food for the day. We choose to be involved in ministries that help others with their immediate physical needs, and we choose to be intentional about extending gracefulness to others, effecting lives permanently. We are a "missional" church.



Generosity

“Whosoever sows generously will also reap generously...” (2 Corinthians 9:6)

Derbyshire members practice generosity - the willingness to share unselfishly. Our church has great resources for missions and ministries. In recent years, we have given to our budget at historic levels. In 2007 alone, we gave over \$53,000 beyond our church budget to special missions offerings. Members have placed our congregation in their wills thereby providing for a growing endowment. We have resources for ourselves and for others. It's an encouraging picture. Generosity is a deep value for our congregation.

But, to fulfill the **Kingdom Vision**, there are challenges ahead of us:

- We do so many good things for others we risk the loss of focus in our missions and ministries. We can do outreach in a variety of ways and still have church-wide focus and coordination.
- Christian stewardship is so much more than giving money. It is also dedicating our time, energy and imagination to God, too. Stewardship calls us to give life and income with glad hearts and willing hands. And, we will be faithful to our opportunities.
- We have decisions to make about how best to go about our benevolence ministries. We can assist with the emergency needs of our members and our neighbors.
- We will develop long-range guidelines for our financial resources and our ministries. Stewardship is not an annual process; it is a life-long opportunity.
- We will have new audiences and all ages to reach with our missions and ministries. Our history is good. Our future can be even better!

Kingdom Vision offers a path for the members of Derbyshire to be generous not just financially, but with their time, skills and energy. Fulfillment of the spirit of **Kingdom Vision** rests with the willingness and commitment of each member to reach out and get involved. Every task or project, no matter the size, requires the participation of individuals willing to give of themselves to the work of God's Kingdom. Sitting back and waiting is not an option! Reach out and offer yourself to meeting the challenge that Christ Jesus presented to us in the living of His life (Matthew 20:28).

Community

“And all the believers met in one place and shared everything they had. “ (Acts 2:44)

Community is a hallmark of Christianity. From the birth of the Church in Acts, “all who believed were together and had all things in common; and they sold their possessions and goods and distributed them to all, as many had need. And day-by-day, attending the temple together and breaking bread in their homes, they partook of food with glad and generous hearts, praising God and having favor with all the people. And the Lord added to their numbers day-by-day those who were being saved” (Acts 2:44-47).

Community is a strength as well as a tradition at Derbyshire. Whether you describe our community feeling as fellowship, relationships, friends and family, or koinonia, it all boils down to a positive element of our church. We like each other, and we show our care and concern in a variety of ways. That is the good news and an expression of **Kingdom Vision**.

But there is always a potential dark side to community. The intimacy we feel within our church may be too narrowing. Some of our members wonder if we are inadvertently turning closeness into closedness. They worry that we are becoming somewhat ingrown as a church, that we are more attentive to insiders than to guests or newcomers. Is that true for you? As we search our souls on this issue, we can take some concrete actions to enrich our community and to open and expand it.

In the New Testament, God’s Kingdom is a worldwide community of faith. We at Derbyshire are stewards of the gift of community God has bestowed on us here. **Kingdom Vision** calls us to draw together as believers for worship, faith development, and fellowship in order to strengthen ourselves for scattered service in God’s larger community. To that end, we will:

- Deepen community ties within our church
- Weave a tapestry of relationships among our members for mutual encouragement in life and ministry
- Live as good neighbors to our larger region

Worship & Music

“...true worshippers will worship the Father in spirit and truth...” (John 4:23)

Worship is the specific act of religious praise, honor and devotion directed to God. Worship services most often involve a sermon, prayer, scripture, music and giving. To fulfill the **Kingdom Vision** worship services need to conform to three criteria:

- Be pleasing to God,
- Nourish, provide Christian growth, strengthen faith, inspire and be uplifting to the participants and challenge their witness,
- Match the abilities and style of the church staff leadership.

Derbyshire values worship and music, and God has blessed our congregation with excellence in both. The quality of our worship and music is second to none. Careful planning is evident. Our style of structured Baptist worship fits our tastes and traditions well. It is clear that worship and music matter at Derbyshire, as success of the Worship Explorers' and music ministry have shown.

Even as we are grateful for excellence, we are also hungry for nuance. As we look to the future, worship and music can stretch our souls to new dimensions - with moments of surprise and unpredictability, with experiences full of variety and vigor, with worship offered solely for the love of God, and with reliance on God's Word to link our historic faith to practical challenges. Our members have pointed to these growing edges for those precious times when we gather to meet God. Good worship and music have whet our spiritual appetites for more depth and breadth, for matching solid content with worshipers' needs, for those moments when we meet God in spirit and truth.

Outreach & Evangelism

“...go out into the roads and lanes and compel people to come in, so that my house may be filled.” (Luke 14:23)

Highlighting outreach and evangelism as one of the primary values of Derbyshire's **Kingdom Vision** results from the research of this study team. You have told us that you want to continue to be a congregation who reaches out and loves our neighbors and invites them into our community.

The word “outreach” is derived from the Anglo-Saxon word for “stretching out”. We use the term to express reaching out to others, including prospective new members from all walks of life, race or class. The **Kingdom Vision** of Derbyshire commissions us to share our faith clearly, boldly and widely. Inviting others into our fellowship is not a new idea, nor is it a separate concept from the rest of Derbyshire's values. In fact, it overlaps with and is integrated with everything we propose. Our *worship and music* ministries are one of the major entry points for visitors to be introduced to our church and to our faith; although, worship is also a goal in and of itself for Christians. *Missions* reaches out to others for the purpose of evangelism; for speaking of Christ through actions and words, and offering help for physical and spiritual needs. When we reach out, we invite folks into our faith *community* - to integrate them into the Derbyshire family. *Faith development* begins with outreach and evangelism, as someone is introduced to our God, and then begins a lifetime of growth. Efforts take resources - *generosity* - to carry off a plan of action and systematic method of reaching out to others in our community. This overlap with other ministry areas helps ensure that no one falls through the cracks in reaching them for Christ.

We target the value of outreach and evangelism to specifically emphasize, energize and coordinate our efforts better. The research reports a growing concern that we neglect opportunities to reach out to our community. The work of a few is not enough; outreach needs to be bred into the culture of our congregation. We have stated that this is our value, but now we need to act - for “faith without works is dead” (James 2:1-13). Let us support and strengthen those ministries that have been effective for bringing in members, while reducing barriers to more innovative methods. Working with the other ministry areas of our church, we hope to revitalize and organize more efficient ways of attracting visitors,

following up with them, and assimilating them into our church - we at Derbyshire choose to be useful in introducing others to our faith.



Faith Development

“...we must grow up...into Christ” (Ephesians 4:15-16)

Some people come to faith dramatically and in an instant, while others are raised always knowing that God loves them. No matter how we came to be introduced to God, we know that this is only the beginning; salvation is not an end of itself. We all need to grow in Christ. Though we become Christians on the wholesome milk of the gospel, we will remain “unskilled in the work of righteousness” if we do not progress to “solid food for the mature” (Hebrews 5:12-14). This journey of our developing faith needs to be nurtured by the church - our church.

Our study team was pleased to hear the huge response in regards to faith development. You have told us that you want to know more about our God, that you need to be better equipped for daily Christian living, and that you seek to know a more Biblical way to view our world and its problems. This is a good thing - a hunger and thirst to grow in faith. Discipleship is a basic, life-long, core process, and we must seek to offer resources for growth that are substantial and useful for equipping us for “every good work” (2 Timothy 3:17).

However, this also means that we need to make some changes to allow our faith to grow and mature - both individually and corporately.

The **Kingdom Vision** addresses several areas of faith development. Derbyshire faith development programs will have a more intentional and coordinated approach in offering opportunities for growth. We support the idea of using a format that allows for greater learning - through small group relationships and dialogue. We want to evaluate existing programs, and revise where needed to allow for more Bible study time, and give opportunities for members to discuss and ask questions about what they are learning. Christian faith develops at different rates, and everyone is in a different place in their walk, but we must each learn to grow from where we are, as well as learn from each other. Many existing ministries just need support and nurturing to ensure that they are sustainable. Of course, we also need to be more intentional and thorough in raising awareness - in getting the word out about scheduling and faith development opportunities. Where are you in your faith today, and how will you seek to be part of challenging yourself to grown and mature, joining with others with the same goal?

- "...and to know the love of Christ that surpasses knowledge, so that you may be filled with all the fullness of God." (Ephesians 3:19).
- "Your faith is growing abundantly, and the love of everyone of you for one another is increasing." (2 Thessalonians 1:3).
- "...so that everyone who belongs to God may be proficient, equipped for every good work." (2 Timothy 3:17).