



ASSOCIATE PASTOR MINISTRY EXPECTATIONS

Main Goal & Emphasis for work: To help people know, love and serve Christ. Deepen discipleship at FBC.

- 1) Schedule and organize at least bi-yearly classes/events "Welcome to FBC".
 - a) Keep an ongoing record/database of interested people with contact
- 2) Organize and lead a yearly small group leader education event.
 - a) Work with Christian Education on recommending small group study materials
 - b) Work with Christian Education on a church-wide small group study option 1x at least every odd number calendar year.
- 3) Lead the creation of new small groups every year.
 - a) Develop and engage new small group leaders.
 - i) Conduct at least 1 new small group leader education meeting/class yearly.
 - b) You are leading or actively engaged in your own life group
 - c) Create a path/process for integrating people into new life groups.
- 4) Maintain and update a database of all current small groups, their members, meeting times and leaders.
- 5) Lead Pastor and contact for Men's & Women's ministries.
 - a) Create a path/process for integrating men into men's groups.
 - i) A weekend men's group offering is expected
 - b) You are leading or actively engaged in your own men's group.
 - c) Monthly contact with Deacon/chairs and providing support
 - i) Develop a process or plan for providing leader support
 - d) Hold chairs accountable for M&W ministry development & growth
 - e) Include a section in elder report on updates of your interactions
- 6) Lead Pastor for Cornerstone, Young Married & Singles ministries
 - a) Monthly contact with chairs/leaders and provide support
 - b) Hold Deacon, leaders and chairs accountable for ministry development
 - c) Include a section in elder report on updates on your interactions
 - d) Attend events/meetings, as requested, to provide pastoral connection/support

- 7) Lead Pastor for engaging members in FBC service opportunities
 - a) Develop a system/church event for connecting FBC members into service opportunities.
 - b) Monthly contact with Deacons on ministry needs
 - c) Support Deacons in connecting new members in FBC service
 - d) Be the convenor of service opportunities and FBC members, getting info to and from Deacons & chairs.
 - e) Keep an ongoing record/database of interested people with contact
 - f) Include a section in elder report on updates

- 8) Schedule with Sr. Pastor on Sunday preaching schedule for yourself
 - a) Consider (*but not required*) keeping sermons with Sr. Pastor message theme schedule.
 - i) EX: If Sr Pastor doing John, and covering a Sunday, you do the next section of John.
 - b) Consult with Sr. Pastor on main scripture passage used for your sermons.

- 9) Minimum of 1 visit to homebound, hospital, or FBC member a week
 - a) Include in monthly elder report of names

- 10) Minimum of at least 2, in-person, ongoing counseling, support, mentoring or similar connections.
 - a) Ex: weekly mentor meeting, marriage counseling, engagement counseling, 1-on-1 member connection, member support ongoing.
 - b) Include in monthly elder report

- 11) Organized and advanced planning for major job expectations. Calendar report prepared for the monthly Elder report on what is coming in the next 1-3 months and additional year dates or quarters.

- 12) Grow and develop stronger organizational leadership and advanced planning job skills

