

Pastor and Teacher

Our Pastor is responsible, in cooperation with the Church (or other appropriate body), for the total policy and program of the work of Christ within this congregation of the First Church of _____.

Our Congregation is responsible to give his all proper attention, respect, love and support in his Pastoral/Teaching ministry on behalf of Christ Jesus within this congregation.

In order that mutual expectations might be clarified and evaluation possible, fair, just and mutual, these Principal duties are envisioned:

1. Our Pastor shall oversee the worship and work of the congregation. He shall provide direction and evaluation for all aspects of the church's ministry.

We (the congregation) shall support his oversight by our worship attendance, and by our willingness to receive guidance and example from our Pastor.

2. Our Pastor shall celebrate all the Rites and Sacraments appropriate to a Church including, but not limited to: Baptism, Holy Communion, Confirmation, ordination and installation of lay persons, marriage, and burial. He shall also provide adequate training and counseling to all who are touched by the Rites and Sacraments of the Church.

We shall support and encourage his sacramental leadership among us, and receive, in a spirit of mutual need, his counseling and training relating to the Rites and Sacraments of the Church.

3. Our Pastor shall plan and conduct services of worship each Sunday while on duty, and at such other times as may be appropriate. He shall be expected to research, preach, and teach God's Word.

We shall be a congregation committed to being teach-able and reach-able in Worship, and to receiving, in all honor, our Pastor's sharing relating to God's Word.

4. Our Pastor shall visit and give comfort to the hospitalized, sick and shut-in members of our congregation, on an appropriate and continuing basis. He shall also seek out, and provide adequate instruction to those with sincere desire to unite with our congregation.

We, as a congregation, shall provide our Pastor with the assistance of Deacons and others who may, at his request, engage in this ministry.

5. Our Pastor shall act as the primary Counselor of those within the congregation who need guidance and assistance.

We shall see that he has adequate time for such duties and we commit that he shall not be expected to bear a counseling load beyond responsible expectations, or the limits of his skills.

6. Our Pastor, as Teacher, shall be accountable for a strong program of Christian

Education (in conjunction with the appropriate Committee), oversee the preparation of those preparing to be Confirmed, and provide leadership and for encouragement for an active youth program.

We shall assist him/her with the recruitment and training of responsible Christian Education Committee members and Church School teachers. We also shall work with him/her to secure adequate lay or professional assistance needed to carry out an active youth program.

7. Our Pastor shall direct the on-going administrative matters of the congregation, and supervise all church staff. He shall have the right and duty to make recommendations the Board of Trustees (or appropriate committee) regarding the employment termination, and salary reviews of all church staff

We shall provide our Pastor with adequate support staff for the size and program of the congregation. We commit to receive his oversight, evaluation, and input in all matters of administration, operation and personnel.

8. Our Pastor with work with lay leadership to ensure that church records are properly maintained, including records of membership, birth, marriage, baptism, confirmation, communion, and death. He shall ensure that all office functions are effectively handled.

We shall provide our Pastor with appropriate office space, equipment, and staff. We shall provide him/her with lay/professional assistance in the handling of all records and papers.

9. Our Pastor shall take part in appropriate community activities, and ensure that our congregation takes its responsibility to engage in missions work beyond the local church. We expect our Pastor to be ecumenical in his outlook, and contribute to the needs of the community as he feels is appropriate, as a representative of our congregation.

We shall support our Pastor's involvement in the community, and ecumenical church and allow adequate and appropriate time for these activities and involvements.

10. Our Pastor shall be expected to represent the congregation at, and where appropriate serve on, Association, Conference, and denominational boards, committees, and related activities.

We shall support and encourage our Pastor's participation in the wider work and witness of the Church, and provide lay delegates and workers for same, at his direction and/or suggestion. We agree that work for the Church beyond our Congregation shall not be counted as vacation time, study leave, or day(s) off.

11. Our Pastor shall act as an ex-officio without vote member of all organizations, committees, and functions of the congregation. He shall endeavor to assure that all members of such groups thoroughly understand their purpose, objectives, and reason for being. He shall attend activities, meetings, and other gatherings

as appropriate, and when time permits.

We shall not expect that our Pastor can do everything. We shall endeavor on our part not to place undue demands on his time relating to these organizations, committees, and functions. We shall not expect our Pastor consistently to be out more than three evenings in any one week, or that he become so involved that the needs of his family are neglected.

12. Our Pastor shall endeavor to assure sound communications between him/her and the congregation, and two-way communication between the congregation and the wider church.

We commit ourselves to open, honest, and loving communications with and about our Pastor, and to the receipt of her/his leadership when it comes to matters relating our congregation to the wider church.

13. Our Pastor shall have the full authority granted to him/her by the Church, and by the Constitution and By-Laws of our congregation. He shall always have freedom of the pulpit, and the right to be consulted in any matters decided by the congregation and any of its organizations, boards, officers and committees.

We shall respond appropriately at all times to his authority, and shall have the right of conference with him at all times.

14. Our Pastor shall be expected to develop professionally through continued study, reading conferences and seminars. He shall share this knowledge where appropriate, and encourage our congregation to develop in their secular and spiritual growth.

We shall support and encourage our Pastor in these endeavors, and provide adequate time and assistance, so that he can fully benefit from continual development

15. Our Pastor shall be expected to perform those other duties which may be mutually assigned or developed by Pastor and Congregation.

We shall assist our Pastor at all times in the discharge of his duties, and we accept that our ministry is a mutual one, as Pastor and Congregation.