

PASTOR

SAMPLE MINISTRY DESCRIPTION © Vibrant Faith Ministries 2007

Vibrant Faith Ministries
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Mission

(Your church's mission statement)

We help people live a vibrant faith in Jesus Christ that is... authentic, available and affirming

Pastor Vision

Welcome friends and strangers to gather around the Word of God and the Sacraments, to worship God in a way that strengthens individuals and all households to grow deeper in faith. Through the congregation, equip all to be the church in the midst of their own homes, community, and the world.

Desired Outcomes

- All people know the grace and love of God in Jesus Christ
- All people are invited and welcomed, finding safe, healing, faith nurturing environments.
- Families and individuals live well in Christ and practice faith in daily life.
- Vibrant, cross+generational worship nurtures faith and encourages the home to be church too.
- People in the congregation actively support the faith journey of children, youth, and families by participating in networks that honor significant milestones in homes and the congregation.
- People in the congregation actively support the faith journey of children, youth, and families by participating in formal and informal Four Key faith practices.
- Adults of all ages become authentic, available and affirming for children and youth.
- Congregation's ministry is engaged in the community, welcoming, caring, and shaping culture, and imaging God to all of creation.
- A congregation of faith that models peace and justice in all relationships, locally and globally.
- Families and individuals care for and welcome all other families and individuals.
- A congregation of gifted people all use their gifts in purposeful ministry, understanding their vital role as disciples of Christ, living as the priesthood of all believers.

Tasks and Innovations

Desired Outcomes Review

Annually review desired outcomes with the ministry team and staff. The review should include desired outcomes for the overall congregation and for the specific areas of ministry with which you work. Adjust program and planning as needed.

Mission, Vision, and Beliefs

- Uphold, communicate, and advance the vision, mission, and beliefs of the congregation. Equip staff and leaders to communicate this to the congregation.
- Cultivate an ethos, such that faith-sharing relationships shaped by the Four Keys permeates all leadership, all programs, all households, and between generations.
- Change the measure of ministry successes from attendance to discipleship.

Worship

- Preach and teach the Word of God and administer the Sacraments, coordinating with others who share in this leadership.
- Officiate at special services such as weddings, funerals, using these opportunities and connecting Milestone Ministry resources and people
- During preaching and teaching, emphasize the priesthood of all believers by telling or allowing other to tell the accounts of what God is doing in their lives and ministry at home, in the community, and throughout the world.

Staff Leadership and Development

- Work with leadership to build a passionate, gifted staff who are able to train, equip and empower individuals and households to carry out this vision of being the church in the midst of their own homes, community, and the world.
- Model and develop a balance of relationship building and task accomplishment with the staff
- Train and equip all staff and leaders to practice the Four Keys for nurturing faith in their own homes and in all gatherings and meetings.
- Move from boards and committees to ministry teams
- Work with a vision team to design a congregational leadership structure that is vision led and permission-giving.
- Create cross+generational worship teams to design worship to be inclusive of all the generations, including children and youth.
- Develop a spiritual support team (made up of at least three generations) for each person on staff.

Stewardship

- Work with the stewardship leaders to promote, educate, and advocate giving time, talents, and treasure.
- Assist those responsible for congregational finances.
- Oversee and promote congregational benevolence and missions.

Relationships

Accountable to Church Council and Congregation
Supervisor for staff and ministry teams

Shares in Team Covenant. (Read together at all Ministry Team Meetings)

This ministry team will share the love of Christ, equipping households of faith to nurture faith in children and adults. We will...

- Work from a common youth and family ministry vision
- Intentionally affirm, encourage, pray for, and bless one another and the ministries each represents
- Appreciate and affirm each other's gifts
- Be open to new ways of seeing and doing things
- Arrive on time for meetings, being well prepared to address the issues at hand
- Speak well of each other, to build up the body of Christ
- Commit to ongoing personal and professional growth
- Honor each other's individual pace and working style
- Keep confidentiality and deal with issues and concerns directly with those involved

Qualities and Requirements

- **C**ommitted to Jesus Christ
- Passion for proclaiming the Gospel and passing on faith
- Loves the Church
- Loves "children of God of all ages! "
- A strong grace-oriented theology of the cross
- BA from an accredited college or university
- M.Div from a seminary approved by the denomination
- Values and participates in continuing education and ministry coaching
- Models living well in Christ in home and congregation
- Personal, healthy spiritual disciplines
- Knowledgeable about the historical Confessions of the Church
- Skilled at relationship building and leadership development
- Understands equipping youth, families, and all congregation members for faith development and ministry
- Knows the discipleship model of The Youth & Family Institute as described in the Six Concentric Circles, Five Principles, Four Keys, Three Characteristics, and Milestones Ministry.
- Supports a partnership of home and congregation in passing on faith
- Understands and values Scripture and is a great communicator, connecting the gospel message to the context of the lives of the people in the faith community
- Skilled in organizational development

- Understands family systems
- Knows how to use conflict resolution skills and when to include resource people
- Encourages the congregation to engage in the community, world, and in creation, so that people can see the grace, mercy, and peace of God.
- Good preacher of the Word of God and teacher of faith
- Understands, values, and empowers team ministry
- Compassion and skills for healing the brokenness within people and creation

Benefits and Wellness

Compensation set within guidelines of judicatory and congregation's assessment of community cost of living.

___ Salary

___ Weeks of vacation

___ Benefits package

Ongoing Education

- Coaching by Vibrant Faith Ministries
- Vibrant Faith Events
- Spiritual support with an outside spiritual director
- Quarterly ministry reviews for the first two year
- After two years, annual ministry reviews