

Ministry Expectations and Accountability

Properly functioning leadership will keep in mind two important things: expectations and accountability. A clearly defined set of expectations along with a system of accountability for meeting them makes for a healthy relationship between the pastor and his ministry team. The following is a list of things that I expect of those on our ministry team and for which the pastor will hold you accountable.

1. It is my expectation that you to be on time and in your place of ministry no later than 15 minutes before the start of your ministry responsibility. If in the event you are providentially hindered from being in place on time, I expect the courtesy of notification made to your ministry leader or the Pastor as early as possible in advance so a substitute can be obtained with time to prepare adequately. While I welcome suggestions, all substitutes must be approved by me.
2. It is my expectation that you to take *full responsibility* for your personal area of ministry i.e. if you take it out, you put it back; if you dirty it, you clean it; if you break it, you fix it or replace it; if you turn it on, you turn it off; if you borrow it, you return it; if you empty it, you fill it etc. If in the event someone has not done so, and it falls to you to do it, I expect it to be done by you in a Christ-like manner with a servant's heart, knowing from Whom your reward will one day come.
3. It is my expectation that all matters of disagreement with church leadership be dealt with using the pattern of Matthew 18:15-17 and in the spirit Galatians 6:1. All differences are to be resolved by utilizing Biblical principles--always presenting a united front. Appropriate confidentiality will be observed in regard to pupil/parent and school and member/church matters. (Titus 3:2 and Galatians 5:15)
4. It is my expectation that all ministry positions will have a written description of that position.
5. While I welcome input from ministry team members regarding possible staff, it is my expectation that all ministry staff must be approved by me. It is not appropriate for a ministry team member to recruit and place a person in a ministry position without the approval of the pastor.
6. It is my expectation that all materials, methods, curriculums etc, will conform to the Doctrinal position of our church and be in line with our philosophy of ministry. All teaching materials that have been purchased by the church with the pastor's approval for use in the teaching ministry is expected to be used and their curriculum guides followed as closely as possible. Junior church materials will be picked up from the church office no later than one week before your scheduled time to teach.
7. It is my expectation that a spirit of cooperation to exist between all members of the ministry team, keeping mind that we're all working towards the same goal.

8. It is my expectation that you view your position on the ministry team as a fulfillment of God's call upon your life and that you feel there is no greater privilege than to be a part of this team, evidenced by your punctuality, work ethic, enthusiasm, and submission to God-ordained authority.
9. It is my expectation that you see your ministry responsibility in this church as the primary reason God did not take you home to heaven the moment you accepted Christ a personal Saviour.
10. It is my expectation that you fulfill your ministry responsibility in the amount of time it takes to fulfill it, no more and no less. By that I mean, that while a schedule is important, by the same token you're not a clock-watcher, displaying impatience when the scheduled time for departure is past.
12. It is my expectation that you will become a part of the soul winning efforts of this ministry. It is my expectation that the question will not be "Will I win souls?" but "When shall I win them?"
13. It is my expectation that people will not be viewed as an interruption or obstacle on your way to ministry, but that they will be viewed as the primary reason for ministry.
14. It is my expectation that before questions of financial consideration, time constraints and feasibility are asked, that we first ask the question "Is it God's will".
15. It is my expectation that you follow the directions given you by the leadership over you, without complaint, giving your full support both in word and in action.
16. It is my expectation that you would expect the pastor's oversight of your God-given responsibilities to be fair, just, spirit-filled and servant minded. Not arbitrary or contentious, always keeping in mind the One whom we serve together in a spirit of humility and gratitude.