

PASTORAL EXPECTATIONS

SOUTHERN CALIFORNIA CONFERENCE

PREAMBLE

This document sets forth basic expectations of a Biblical, pastoral ministry in this conference. Pastors may be confronted at times by unrealistic, or even conflicting, expectations by different groups in the church, community, family and even of themselves. In attempting to define pastoral expectations, it is hoped that some of the stress pastors feel, in endeavoring to be everything to everyone, will be reduced.

This document is not intended as a 'check-list' nor is it comprehensive, for it would be impossible for every situation and detail to be covered. Rather, it is a concise outline of most of the basic elements present in a balanced approach to ministry.

The most basic expectation is that a pastor is a spiritual person with a strong commitment to Jesus Christ. From that commitment all ministry flows. Each pastor is unique and should have the freedom and encouragement to reach fulfillment and joy in ministry. The call to ministry is a call to faithfulness.

PERSONAL SPIRITUALITY

1. An intentional, daily devotional experience.
2. Demonstrate an intentional plan for spiritual growth.

FAMILY LIFE

1. Average one day off each week.
2. Take a Sabbath away with family two or three times a year, in addition to vacation, to visit another church, pastoral family, or to simply get away.
3. Schedule time each day for interaction with your family in worship, recreation and meals.
4. Take annual vacation according to policy.
5. Recognize the influence of a supportive family as a significant impact in the success of ministry, even though members of the family are not responsible for ministry.
6. Enroll children in a Seventh-day Adventist denominational school. Other alternatives need consultation with conference administration.

PERSONAL AND PROFESSIONAL GROWTH

1. Take a minimum of two CEU's (20 hours) annually.
2. Devote several hours of study each month on material not specifically directed to sermon preparation.
3. Read a minimum of ten books each year. It is suggested that some Spirit of Prophecy books be included.
4. Participate in a local ministerium and, if possible, in a local area professional group.
5. Spend one half hour in vigorous exercise at least three times a week. Demonstrate an integrated understanding of the health principles of the church.

PREACHING/WORSHIP

1. The proclamation of God's Word, centered in Jesus Christ, should be the main focus.
2. Maintain doctrinal and hermeneutical soundness in all sermons.
3. Preach up-building rather than destructive or judgmental sermons, feeding the flock.
4. Deliver sermons in an interesting, creative and motivating manner.
5. Spend adequate study and preparation time each week to ensure an appropriate worship experience.
6. Plan a preaching schedule at least one quarter in advance with varied styles of sermons, meeting the congregation's felt needs, and with the pastor preaching regularly.
7. Invite into the pulpit loyal, Seventh-day Adventist members known to be in regular standing. Exception is made for government officials who may, on special occasions, be invited. Other exceptions, or clarification, are handled in consultation with conference administration.

PASTORAL SERVICES

1. Maintain a regular and systematic program of member visitation both by the pastor and through people who are and have the skills to visit in homes.
2. Maintain scheduled and published office hours.
3. Provide spiritual counseling and/or referral for members' crisis situations.
4. Be available for crisis situations at any time of the day; however, reasonable limitations must be maintained on routine matters to protect pastors and their families from inordinate intrusions into their private lives.
5. Develop a plan, in consultation with local church leadership, for reclaiming inactive members.
6. Process redemptive discipline following Church Manual guidelines.
7. Nurture youth involvement and assimilation in the church.
8. Maintain a sensitivity to groups with special needs, e.g. elderly, disabled, single parents.

CHURCH GROWTH

A personal involvement in soul winning will model a passion for people, not because of being paid for a job, but out of love for Christ.

1. Provide leadership toward church growth.
2. Involve members in spiritual gift identification, equipping, training, organizing, and discipleing, including an on-going program of personal Bible studies.
3. Provide some form of 'sowing/reaping' focus, which gives people the opportunity to accept Christ and join the Seventh-day Adventist church, conducted annually in each church.
4. Track Sabbath morning attendance giving special emphasis to keeping in touch with people rather than just numbers, watching the trends and understanding the reasons for any significant changes.
5. Plan regular, baptismal Sabbaths as a focus of your evangelistic outreach.
6. Maintain a current, active interest list.

ADMINISTRATION

1. Lead the church in establishing short-term and long-range objectives.
2. Plan a yearly calendar including boards, harvest focus, programs and other important events.
3. Lead the local church in establishing an annual budget.
4. Attend necessary administrative meetings of the church and the constituent schools.
5. Work in harmony with the actions of the local church board, school board, and the Conference Executive Committee. If any conflict arises, counsel with conference administration is urged.
6. Maintain awareness of information contained in communications from the conference, implementing the necessary items in an appropriate manner in the local church.
7. Report to the conference through whatever systems of accountability are established. Insure that the clerk's and treasurer's reports are submitted in a timely manner.
8. Negotiate role expectations with local church board annually; utilize an evaluation process periodically.