

AGREEMENT FOR THE
MINISTER
OF THE HOLLY HILL CHURCH OF CHRIST



ROLES OF THE MINISTER:

GOALS

The goals of the Minister position are as follows:

- I. To be a man of God (1 Tim. 6:11).
- II. To equip the church to be people of God (Eph. 4:11-12).
- III. To help lost souls to know God (Matt. 28:19-20).

HIS ATTITUDE

- I. **Relationship With God** — The Minister for the Holly Hill Church of Christ must be a man who is striving continually for a deeper relationship with God. He must be devoted to prayer and Bible study and should seek to be a “man after God’s own heart” (1 Sam. 13:14).
- II. **Care For The Church** — The position requires a deep care for God’s church. The Minister must be dedicated to seeing the church thrive spiritually and should work tirelessly for unity, peace, and spiritual growth.
- III. **Approachability** — As the “face of the congregation,” the Minister exemplifies humility and approachability. He is a good listener, avoids being argumentative, and strives to make everyone feel welcomed, valued, and appreciated.
- IV. **Confidentiality** — The Minister will become privy to many aspects of people’s lives they are not comfortable sharing with everyone. It is important that he not abuse his position by gossiping about church issues to other church members, or by breaking confidentiality in harmful ways. Any sharing of issues should be done only when completely necessary and only with the relevant church leaders.
- V. **Conscientiousness** — The Minister must be self-driven and able to manage his own time wisely, as he will not be micromanaged. He must be well-organized and financially responsible to make the most of the church’s valuable and limited resources.

PREACHING / TEACHING

- I. **Sermons** — The Minister is responsible for filling the pulpit on a weekly basis and is expected to preach on most Sundays. Sermons should be applicable, relevant, biblical, and spiritually edifying. They should glorify God first and foremost. They must also

promote unity and should challenge the congregation to a higher moral and spiritual standard.

- II. **Bible Classes** — The Minister is responsible for assuring all adult Bible classes are filled with appropriate teachers and should himself teach no less than one class per quarter, and ideally, more often than that. It is the Minister's job to teach all adult Bible class sessions not otherwise filled.
- III. **Lesson Styles** — The Minister should be humble, approachable, and relatable in his preaching and teaching, and should craft lessons in such a way as to be memorable, applicable, and relatable using understandable examples, illustrations, and world events.
- IV. **Further Education** — The Minister is expected to have a deep reverence for God's Word and should continually be looking to further his education in this area. A stipend of \$3,000 will be provided annually for this purpose. An approximate budget will be submitted on all uses that cost more than \$100 to the Leadership Team.

DISCIPLESHIP

- I. **Relationships** — The Minister realizes that positive change within the congregation is not realized primarily through teaching and preaching, but through relationships. He must seek to get to know every member on a one-on-one basis, and work toward a familial bond where everyone involved can let down barriers and be themselves.
- II. **Leading By Example** — Within these familial relationships, the Minister should encourage the members to be more active and engaged in the work of the church through personal example and by taking others alongside himself to work together.
- III. **Vulnerability** — The Minister should be able to open himself up and be vulnerable with other members, and refrain from presenting himself as a flawless individual with "all the answers." He should also be able to accept guidance and discipleship from other church members as well.

OUTREACH

- I. **Gospel Focus** — The Minister should have a solid understanding of the Gospel message of Jesus and must be able to relate it effectively and succinctly. He should incorporate the Good News about Jesus into his lessons and classes and always be eager to bring people to Jesus both within and outside the church building walls.
- II. **Community Involvement** — The Minister should be eager to be involved in community outreach and will actively search out these opportunities. He should be involved in outreach in some capacity throughout his ministry here.
- III. **Good Works** — Since "you shall recognize them by their fruits" (Matt. 7:20), the Minister must have a deep care for the souls and lives of those outside as well as inside the church and will be continually engaged in good works personally.

EVENTS & ACTIVITIES

- I. **Planning** — The Minister is not solely responsible for planning events, but he must be available and willing to help organize and facilitate these activities in whatever way would be helpful and needed.
- II. **Participation** — The Minister is expected to attend and participate to the greatest extent possible in all relevant church activities or events for him or his family. We cannot ask or expect the congregation to participate if they see the minister himself is not fully committed.
- III. **Meet & Follow-Up** — The Minister should make every effort to introduce himself to all visitors to services and events and to begin forming relationships with them. He will be engaged in follow-up activities such as phone calls, letters, etc. to encourage them to become more involved.

MINISTERIAL

- I. **Visiting** — The Minister should always be on the lookout for church members that he could visit or call to encourage them. This includes those having surgeries or otherwise in the hospital, shut-ins, etc. He is expected to make visits on a regular basis.
- II. **Counseling** — The Minister must be available to the congregation for spiritual guidance and should be prepared to give biblical counsel over difficult life situations. He should know when to call for additional support from church leadership and perhaps even professional help if the need should arise.
- III. **Communicating Any Issues** — As a minister of the congregation, the Minister may become privy from time to time of situations which may require action on the part of church leadership. He must be prepared to communicate relevant concerns to church leaders in a respectful way and should never ignore warning signs of potential issues brewing within the congregation.
- IV. **Weddings, Funerals, Baptisms & Bible Studies** — In addition to the other responsibilities of the Minister, he will also make himself available to be there and offer his services during important life events for church members and their families, including performing weddings, officiating funerals, conducting baptisms, and leading Bible studies. These will be on an as-needed basis.

ADMINISTRATIVE

- I. **Office Hours** — The Minister will post regular office hours, but it is understood that these will have to be flexible given the other job requirements. It is important for the congregation to know generally when they can find and meet with the minister.
- II. **Office Staff** — The Minister will serve as an office manager and will be responsible for helping to oversee non-ministerial members of staff. He will help communicate expectations set by the church leadership and will be available to support and encourage the other staff members.
- III. **Meetings** — The Minister is expected to hold regular meetings with others on staff to touch base and create plans going forward. He will also meet with church leadership regularly and will commit to being an active and engaged member in all meetings and will come prepared to assure the meeting's success.

- IV. **Availability** — The Minister understands that given the nature of working with people, things will come up at odd times and during non-office hours. This may include meetings, visits, events, etc. The Minister will make every effort to make himself available for these occasions and is expected to be flexible with his office hours.

LEADERSHIP

- I. **Part Of The Team** — Though not an elder or deacon, the Minister is expected to play a vital part in the church Leadership Team. He will attend many of the meetings, providing his input, and is expected to have a vested interest in the wellbeing of the congregation and work closely with the church leaders to facilitate church growth.
- II. **Leave Ego At The Door** — The Minister seeks to serve from a position of humility and submission, striving for peace and unity and the growth of the church, and never serving from selfish interests.
- III. **Be Teachable and Guidable** — The Minister, although serving in a leadership capacity, is still a church member in need of guidance and direction as much as any other member. He must be open and willing to receive constructive feedback and guidance from the leadership team and should be willing to accept advice.

DIGITAL OUTREACH

- I. **Weekly Articles** — The Minister should become accustomed to writing at least one article per week for publication through our social media channels or in our weekly digital or printed newsletters. These articles should be concise, relevant, and thought provoking.
 - II. **Sermon Preview Videos** — We aim to send out videos each week recapping previous sermons as well as previewing the upcoming ones. The Minister should set aside time each week to record, edit, and upload these videos for the church's edification.
 - III. **Social Media Posts** — The church aims to have a stronger social media presence. The Minister will be working closely with the Administrative Assistant to produce material for the social media pages, including videos, photos, and text posts.
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