

# Ministry Descriptions

\*\*It is preferred that all professional clergy serving at HCC have a Bachelors degree or higher in a ministry related field. Pursuit of a degree or accredited certification, i.e. Lee University or the Church of God CIMS program is encouraged and will be rewarded.

***Pre-supposition:*** A pastor's role is equal to an executive role in business. Pastors ultimately work for God. The Lead Pastor is expected to lead and all other pastors are expected to follow. Therefore, the Lead Pastor will not micro-manage. However, the Lead Pastor will mentor and measure effectiveness. This will be done through a ministry matrix comprised of tangible and intangible components. In co-operation with the Finance Committee and Eldership, the Lead Pastor will determine consequences and rewards for staff. As an executive, the pastor and Core Ministry Team (CMT) member is to take the posture of a supervisor/trainer, not a laborer. The logistical tasks of a ministry must be delegated to those God has gifted in various areas of "Helps". Therefore, mirroring the general church organization in each ministry department is essential (see organizational chart).

The following list is comprised of those items that relate to all ministry positions:

- ...understands that communication is the mutual responsibility of every team member.
- ...will apprise their Administrative Assistant as to their whereabouts.
- ...will view their Administrative Assistant as a partner in ministry. Therefore, each Administrative Assistant should be exposed to the ministry philosophy and pray often with them.
- ...dedicates themselves to continued education and professional ministry development.
- ...participates in a small group ministry (HCC related or not).
- ...have no full background check flags.
- ...is to replicate the general church mission and grooves in an appropriate ministry application throughout the church ministries, i.e. Children's Ministry, Student Ministries, Young Adult Ministries, Seniors Ministries, Care Ministries, etc.
- ...will find a way to connect to the community in service, thus promoting our middle name "Community".
- ...cooperates as appropriate with the COG Regional Office regarding state and general COG programs.
- ...recognizes that this list is the minimum required of any HCC staff person. Coherence and creativity will take any ministry from good to great.
- ...will contribute to the "groovy" culture of both the HCC congregation and professional ministry team.

***\*\*Unique to Pastors will be the commitment to fully participate in the two main opportunities that the church has each calendar year to expose the church and Gospel to the community, namely Christmas and Easter. At no other time in the calendar year does the church have greater opportunity to "pitch" the Gospel message to the community who become a part of the crowd than during Christmas and Easter. Therefore, each pastor is encouraged to be present for all Christmas and Easter activities. Creative and flexible planning should minimize the impact on holiday traditions.***

## **Lead Pastor (LP)**

The prevailing organization of the New Testament church consistently had a singular leader that was held ultimately accountable for the salubrious nature of the church, i.e. the Apostles themselves, Timothy and Titus. The LP of HCC recognizes that ultimate authority and responsibility for the leadership of the church resides with him. As Paul challenged the church in Ephesus “Be imitators of God, as dearly loved children”; moreover as he did with the church at Corinth “Imitate me, as I imitate Christ”; so the LP of HCC is to lead by example as he imitates Christ to the best of his ability.

### ➤ The Lead Pastor...

- ...assumes ultimate authority and responsibility for the salubrious nature of the church. This includes all aspects of church ministry.
- ...is the chief defender of HCC doctrine.
- ...is the chief cultural architect of the church.
- ...supervises all matters of church discipline.
- ...is to hold a masters degree or higher in a ministry related field.
- ...is to hold Ordained Bishop credentials with the Church of God, Cleveland, TN.
- ...protects and nurtures a mutually beneficial relationship with the state, national and international Church of God.
- ...assumes ultimate authority and responsibility for the hiring, firing and nurturing of all paid staff.
- ...discerns, extends invitations and nurtures Elders and the Eldership process.
- ...chairs the annual business meeting of the church.
- ...chairs all Board of Counselors meetings or appoints someone to do so in his absence.
- ...collaborates with the Eldership to nominate Elders for the Board of Counselors.
- ...establishes the annual preaching calendar that all other aspects of ministry at HCC are to take their cues from (see Appendix.)
- ...in cooperation with the CFFO sets the meeting schedule for Finance Committee, Board of Counselors and General Church Council meetings, also presiding over the business and affairs of aforementioned.
- ...is to be a strict steward of the HCC pulpit.