

MINISTRY EXPECTATIONS

A Ministry Expectation Tool for Ministry Teams

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CRCA MINISTRY FORMATION

"A Church Reforming To Reach the Lost for Christ"

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What can staff (paid and volunteer) expect from senior or lead pastors on a team? This tool, created by Brian Vaatstra (Kingston CRC), can assist teams to clearly identify ministry expectations for their team. Use this tool as a guide to formulate your own ministry expectations for your local church or ministry team.

Here is what you can expect from me:

1. I want you to come to talk to me about anything you think I should know or you want share with me. I want you contact me anytime as necessary and will make time available for this. I see this as a priority. My door is always open. I seek open communication on the following:
 - a. Your progress in the faith
 - b. How you are going in you work against the job description
 - c. Any new initiatives you feel are vital to the gospel going out
 - d. Any personal issues that are affecting your work
 - e. As we prayer together
 - f. Condition of ministry (hours, pay, leave, time off etc)

2. I expect gospel focus in all things. Christ is the constant presence, his Word is truth us, the Holy Spirit guides us), and will want to know how you are going in this.
 - a. Your life & family
 - b. Your ministry activities
 - c. The problems you have in ministry
 - d. All discipleship relationships
 - e. The ministry team

3. We seek some fellowship with you and your spouse as you are partners in the gospel with us here and I want it not just to be all about work but about sharing our lives with each other.
 - a. 'Breaking bread' together
 - b. Share family pressures so we can pray for each other during the week

4. I expect you to serve God and others by working hard, taking the time off you need to recuperate, and always maintaining that under-girding joy in the Lord because we rest in the finished work of Cross as the foundation of all you do.
 - a. Maintain a big kingdom perspective
 - b. Try to avoid doing ministry out of 'my' need or other people's expectation (including mine)
 - c. Remind yourself daily of the gospel and what Christ has achieved for you there & live the joy of this

5. I will expect you to participate in a full review of your ministry and role at least once per year.

Please respond with some answers to the following questions, so I can gauge the level of support I need to provide (although there will be a lot in common there will also be differences in support I need to give each person depending on needs, personality, etc. I will discuss this with you once I have your responses.

1. What are your expectations re: my supervision in the following areas:

- a. Time & frequency for meeting together (how often, how long)
- b. Your progress in the gospel
- c. Reporting (regular and adhoc)
- d. Your taking initiative (in what areas, how)
- e. My feedback on your ministry
- f. A full review of your ministry, work, conditions etc

2. My support & encouragement for your ministry:

- a. Knowing your dreams and aspirations
- b. Discussing the broad direction of your ministry
- c. Discussing issues and problems in the ministry
- d. Empowering you in your ministry
- e. My availability
- f. Your family/personal issues that impact your work

3. Other areas: