

EXPECTATIONS FOR EXCELLENCE IN MINISTRY

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District Superintendent

You will want to know what is expected of a pastor on the Northwestern Ohio ministerial team. I list these expectations only to help challenge you and your ministry! They are:

1. **SPIRITUAL LIFE.** Be a person of prayer and devotion. Maintaining your spiritual commitment is first priority for you and for a great ministry.
2. **DEVELOP A "GREAT COMMISSION" CONSCIOUSNESS.** Develop a personal evangelism plan for yourself and train others to develop an evangelistic church. Grow in sensitizing your ministry and your church, in growth strategies. Survey your area to see if another church needs to be planted.
3. **STEWARDSHIP.** The sharing of your tithe, time and talents are important. We expect each pastor and associate to tithe to the church he serves.
4. **PREACHING.** To give time to preparation for biblical and contemporary preaching, being a pastor of the Word.
5. **PASTORAL CARE AND VISITATION.** Our pastors are expected to give time to the care and visitation of the congregation, both regular attenders and new people. Visitation should include new families, hospital calls, crisis calls, home visitation, etc.
6. **WORSHIP.** To give proper attention to worship planning, to provide a warm, meaningful, creative worship service for your congregation.
7. **FAITHFUL TO THE CHURCH OF THE NAZARENE.** You are a Nazarene pastor, and we expect you to fully support its doctrine and standards, to follow *Manual* procedures, to support its literature, programs, and polities.
8. **APPEARANCE.** Our appearance both in and out of the pulpit is important. Cleanliness and proper dress are expected as you model Christian ministry.
9. **TEAM PLAYER.** You are a member of a team---the ministerial team. As a team player you will be expected to:
 - a. Attend the "expected to attend" dates, as designated from time to time.
 - b. Submit reports as requested. (Annual Pastor's Report, mid-year report, monthly reports, and *Holiness Today* report, among others)
 - c. Have a positive attitude toward the Local, General, District, and Zone Church. Support the functions not specifically spelled out to the letter.
 - d. Support Zone Activities---zone M&M meetings are designed to help you get better acquainted with area ministers and for fellowship that is needful among ministers.
 - e. Be an encouragement by example and attitude to others in the ministerial family.
 - f. Participate in the offerings of the church (Nazarene Bible College, Nazarene Theological Seminary, American Bible Society, NMI offerings, Nazarene Camp and Conference Center offerings and annual pledges.)
 - g. Cooperate with our departmental leaders in the district programs and promotions.

10. **BE A STUDENT.** I encourage you to develop a reading and study program and build disciplines of study.
11. **BE A TIME MANAGER.** Study and implement principles of time and self-management that will enhance your ministry and life.
12. **FINANCES.** To care for your personal finances in such a way that will not bring embarrassment to your church, to keep your personal obligations current. To care and plan for church finances, so that local finances are on a budget basis, with proper monitoring and reporting procedures. You are to give motivation and guidance to see that all budgets (World Evangelism Fund, Pensions and Benefits, MVNU, District Unified, and Auxiliary Budgets) are paid in full. We really can do more collectively than we can individually.
13. **LEADERSHIP.** You, as pastor, are expected to give spiritual leadership to the church. In addition, your leadership must motivate the congregation to fulfill its mission. There must be planning, directing and implementation which results from your leadership. Learn the art of good delegation.
14. **TRAIN THE LAITY.** It will be your responsibility to train laymen for ministry and to incorporate their gifts in the life of the church. Study the area of spiritual gifts.
15. **GOAL SETTING.** Lead your church in setting and reaching goals for church growth. Lead in the forming/writing of "action plans" that will show how the goals can be reached.
16. **FAMILY TIME.** You will be expected to give time and care to your family responsibilities. Your mate and family are important to us, and we want them to have priority and quality time with you.
17. **LEISURE.** You will be expected to reserve one day a week for yourself/family/leisure, free from church responsibilities (except emergencies). You will be expected to take vacation time granted by the church, for yourself/family/leisure, not to include any church-related meetings.

My prayer is that you will have a meaningful ministry as you come to your new assignment. I want you to know I have concern for your ministry, your family, and your career. If I can be of help at any time, please let me know.