

**Clinton Frame Church**  
**Pastoral Team Proposal**  
**June 25, 2020**

**Lead Pastor**

- Will daily practice spiritual disciplines as well as emotional and physical selfcare, serving out of a healthy attitude every day.
- Provide Vision for the overall discipleship and outreach ministries of the congregation.
- Meet with the Congregational Oversight Board on a regular basis for accountability. Serving with the COB to provide leadership to the congregation.
- Love and shepherd the congregation through preaching, teaching, counseling and regular interactions throughout the week.
- Provide regular supervision to pastoral team, and empowering them to fulfill their ministry roles at CFC.
- Preach and teach biblically inspired sermons, two to three times per month.
- Collaborate with the pastoral team in worship planning and preaching series.
- Serve on the Stewardship and Finance Team to provide oversight in the finances of CFC.
- When required, serve on the Human Resources committee to review policy, procedural issues and serve on all search teams for members of the pastoral team.
- Work with the Congregational Oversight Board when necessary to move towards dismissal of a pastoral team member.
- Oversee the pastoral team to provide pastoral care, counseling, officiate marriages and funerals.
- Participate in the EVANA network monthly pastor's huddles and the semiannual retreats.

### **Family Life Pastor:**

- Will daily practice spiritual disciplines, as well as emotional and physical selfcare. Serving out of a healthy attitude every day.
- Oversee Adult Sunday School Ministry, by leading the ministry to recruit Sunday School teachers, and provide direction in the teaching curriculum.
- Oversee and grow Small Group Ministry, by working with their ministry leader to recruit volunteers to lead and host each group.
- Provide leadership to Wednesday evening Adult ministry, to provide discipleship and biblical studies to the congregation.
- Provide pastoral counseling (single, married, family and crisis) to members of the congregation as well as to the unchurched in the community.
- Provide primary responsibility for the Premarital Counseling, Weddings and Funerals at CFC, leading and when appropriate, delegate to other pastors.
- Teach relevant topics (marriage enrichment & parenting classes) during Wednesday evenings or Sunday school hour.
- Train and supervise Adult Sunday School Class Leaders.
- Serve on Gifts Discernment Committee.
- Organize lay persons to assist in providing pastoral care based on the Stephen Ministry model or similar model.
- Along with Ministry leader, recruit and train volunteers to serve in the above-mentioned ministries.

### **Outreach/Missional Pastor:**

- Daily practice spiritual disciplines, as well as emotional and physical selfcare. Serving out of a healthy attitude every day.
- Oversee the assimilation of guests by offering an intentional follow up program.
- Establish a Recovery Group Ministry for the purpose of outreach ministry to the congregation and the unchurched.
- Lead the Outreach/Missional ministry team.
  - Develop intentional strategies to reach our community through local evangelism and outreach.
  - Connect volunteers from Clinton Frame with local service agencies.
  - Build relationships between congregation and our missionaries.
  - Develop global mission opportunities for our members.
- Provide Pastoral Care to persons who are new comers to Clinton Frame or on the fringes.
- Provide Pastoral Care to unchurched people in our community.
- Serve on the Outreach/Missional Committee. Developing intentional strategies to reach our community and the world.
- Along with Ministry Team leader, recruit and train volunteers to serve in the above-mentioned ministries.

**Senior Adult Pastor:**

- Provide Pastoral Care to those in the hospital and to Shut-Ins from the congregation.

The following pastoral positions will not change:

- Worship Pastor
- Youth and Young Adults Pastor
- Children's Pastor
- Church Administrator

**Current Pastor FTE**

○ Lead Pastor	1 FTE
○ Associate Pastor	1 FTE
○ Youth & Young Adult Pastor	1 FTE
○ Church Administrator	1 FTE
○ Worship Pastor	.75 FTE
○ Children's Pastor	.80 FTE
○ Pastoral Care & Counseling	.60 FTE
<b>TOTAL CURRENT</b>	<b>6.15 FTE</b>

**Proposed Pastoral FTE**

○ Lead Pastor	1 FTE
○ Family Life Pastor	1 FTE
○ Youth & Young Adult	1 FTE
○ Church Administrator	1 FTE
○ Worship Pastor	.75 FTE
○ Children's Pastor	.80 FTE
○ Outreach/Missions Pastor	1 FTE
○ Senior Adult Pastor	.25 FTE
<b>TOTAL PROPOSED</b>	<b>6.80 FTE</b>