

Elder Thoughts

June 10, 2007

Hope Chapel
Sterling, Massachusetts

Position Descriptions

- Hope By-Laws state that employment agreements (position descriptions) shall be developed by the personnel committee and approved by the elders (Para 10.1.3.1)
- Three position descriptions developed
 - Pastor of Student Ministries and Spiritual Development
 - Minister of Worship and Arts (Part-time)
 - Minister of Children (Part-time)

Two Types of Paid Positions

- Hope Chapel By-Laws separate paid positions into two categories
 - Senior Pastor (Para 3)
 - Everybody else (Other Church Staff and Workers – Para 10)

Staff in These Positions

- Minister of Worship and Arts – Christina Davidson
- Minister of Children – Sam Heeren
- Proposed Pastor of Student Ministries and Spiritual Development – Ken Hall

Search Committees

- Senior Pastor selection (Para 13.1)
- Filling vacancy created when staff member leaves or “when empowered by the church to fill a new Pastoral ...”) (P 13.2.1)
- By-Laws do not directly address process for converting a part-time position to a full-time position

Elders Seek Your Affirmation

- Since it is not completely clear that no search committee is required...
 - Elders request congregational approval to waive search committee process (by vote)
- If affirmation not received, form search committee with nominations from body
 - Search committee collects applications, reviews candidates, and presents recommended candidate to the body

Vote on Recommendation

- Separate vote required to confirm new Pastor of Student Ministries and Spiritual Development
 - Two-thirds majority required to confirm

Deacon Transition

- Investigating transition of deacons role at Hope through By-Law changes of next few months
 - Form a finance team to handle budget development and tracking of church finances
 - Formalize Missions Team and their roles and responsibilities
 - Deacons increase focus on caregiving
- Postpone filling deacons positions to fall to allow time for development of By-Law changes and seek God's will for people to serve on finance, missions, and deacons