



Growing Stronger Together Through Managing Expectations

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Considerations

A Reality Check

A Crucial Need

A Pathway to Grow Together

A Sample Agreement

Growing Together Through Managing Expectations Makes Partnership Real

- Everyone has expectations
- Everyone wants theirs met
- Pastors are evaluated on them, even when expectations are not stated, yet, still expected to be met
- People assume they are understood because it is “Church afterall!”
- Expectations are often one-sided towards the Pastor(s)
- Unmet expectations often lead to damaged relationships



A Crucial Need

- A commitment to partnership between the Pastor(s), key leaders, and the congregation
- Understanding and buy-in from all parties, or excellence in ministry is difficult to attain or sustain
- Jesus' plan for partnership in the church sets the foundation for expectations being met

4 As a prisoner for the Lord, then, I urge you to live a life worthy of the calling you have received. ² Be completely humble and gentle; be patient, bearing with one another in love. ³ Make every effort to keep the unity of the Spirit through the bond of peace. ⁴ There is one body and one Spirit, just as you were called to one hope when you were called; ⁵ one Lord, one faith, one baptism; ⁶ one God and Father of all, who is over all and through all and in all. ⁷ But to each one of us grace has been given as Christ apportioned it.

Ephesians 4:1-7 NIV

¹¹ So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, ¹² to equip his people for works of service, so that the body of Christ may be built up ¹³ until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ. ¹⁴ Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of people in their deceitful scheming. ¹⁵ Instead, speaking the truth in love, we will grow to become in every respect the mature body of him who is the head, that is, Christ. ¹⁶ From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.

Ephesians 4:11-16 NIV

A Pathway to Grow Together

- **A Clear sharing of expectations by all parties (A Hospital Example)**
 - **Congregational surveys (usually during a search, but useful at any time) to determine the congregation's expectations of a Pastor(s) Note: In a pastoral search these don't always get shared beyond the Pastoral Search Team, hence the Pastor(s) might not clearly know them.**
 - **Leadership Team expectations should be clearly shared, even when they might seem obvious to the leaders involved. Often these expectations come from the history of the congregation both good and bad**
 - **Pastoral expectations should be clearly shared with the leadership and the congregation**
 - **There needs to be forums for the congregation, to share their expectations. (TIPS is a great example of this)**
 - **The leadership needs a forum with the Pastor(s), especially at the beginning to set the expectations of both.**
 - **Dialogue around the stated expectations to determine whether they are realistic and gain agreement on them from all parties. It is a potentially deliberate process, but well worth the time spent.**
 - **The Rubber Meeting the Road Test: Ensure that everyone agrees on a set of expectations and put them in writing for the Pastor(s) and the leadership to sign as a part of an Agreement of Understanding**

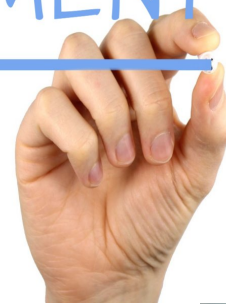
A Pathway to Grow Together

- **The Key Aspects of an Agreement of Understanding:**
 - A part of the contractual agreement with the Pastor(s) covering expectations as well as compensation and benefits
 - The expectations part of the Agreement of Understanding should be shared in writing with the congregation to ensure their buy-in and support
 - Use the expectations as the framework for periodic evaluations, 6-12-18 month periods to gauge success and allow for adjustments
 - Consider the evaluations as a tool for how successful the congregation is, the partnership with the Lord and His people, and not a job evaluation just for the Pastor(s)
 - Celebrate what works well in meeting expectations
 - Determine what didn't meet expectations and evaluate whether or not they were realistic, or really needed, and adjust as necessary. Don't be afraid to abandon unrealistic expectations!
- **PARTNERSHIP IS THE KEY IN GOD'S CHURCH. US WITH HIM AND US WITH EACH OTHER!**

Ground Rules For an Agreement

- **Respect everyone's differences in background, education, socio-economic situation, etc.**
- **Don't be afraid to dialogue and come to agreement... it strengthens the relationships**
- **Agree that unstated, unrealistic, and unagreed upon expectations are off limits during the year and during evaluations**
- **The agreement needs to be in writing and signed**

AGREEMENT



A Sample Agreement

_____ Church of God
Senior Pastor Letter of Agreement (or Understanding)

Date:

Expectations of the Senior Pastor: It is expected that the Senior Pastor shall be responsible for the overall success of the entire congregation of the _____ Church of God, including, but not limited to the following:

- The Senior Pastor shall have complete responsibility for the preaching, teaching, and training ministry, with the aim of bringing each member to a spiritual maturity and unity with the rest of the Church body.
- The Senior Pastor shall set an example in Christian living and dedication.
- The Senior Pastor shall have oversight of the administration of all Church ordinances.
- Serve as the head of the Pastoral Staff and Spiritual Leadership of the _____ Church of God, and by virtue of the office, give oversight to all other ministries and spiritual functions of the church.
- To endeavor to fill the pulpit on a regular and consistent basis. In times of desired absence, the Senior Pastor shall insure that this duty is fulfilled through assignments to qualified Licensed, Ordained or Commissioned Ministers, or Guest Evangelists.
- The Senior Pastor shall be responsible for competently performing, the sacerdotal duties of the Pastorate: Administration, Preaching, Teaching, Administration of the Ordinances, Pastoral Care, Weddings, Funerals, and Counseling.
- The Senior Pastor shall be responsible for developing the leadership of the _____ Church of God. This includes any ministers, deacons, and other leaders of ministries in the congregation.
- The Senior Pastor shall work in consultation and prayer with the Governing Leadership of the _____ Church of God in sharing and executing the vision and mission of the congregation, and in communicating and encouraging the implementation of the vision and mission with the congregation.
- The Senior Pastor shall officially represent the _____ Church of God in meetings outside of the congregation, including meetings within the Church of God, and beyond.
- The Senior Pastor shall pray consistently for the health and success of the congregation.
- The Senior Pastor shall be an encourager and source of accountability for the leadership and membership of the congregation.

A Sample Agreement

Expectations of the Leadership and Congregation: Just as the Leadership and Congregation of _____ Church of God has expectations of the Senior Pastor; the Senior Pastor should have expectations of the leadership and the congregation. These include but are not limited to:

- As leaders, to support and encourage the Senior Pastor in fulfilling the vision and mission of the congregation, including prayerful collaboration and development of the vision and mission.
- To pray for the Senior Pastor, the pastoral family, and the health and functioning of the congregation.
- As leaders to be a source of accountability to the Senior Pastor, including insuring that the expectations are being met and evaluated on a regular basis (at least once per year or 18 months)
- To ensure that the Senior Pastor takes the vacation provided by the congregation to help avoid burnout, and provide the liberty to do so without interruptions or hindrances.
- As leaders, to be a source of accountability for the congregation to support the Senior Pastor with the congregation, including not allowing members to be critical of the Senior Pastor without correction and working with all parties to resolve any conflicts that may arise.
- To strive to maintain the unity of the Holy Spirit in the bond of peace, including, as leaders, to maintain a united stand with any decisions to the congregation.
- To be committed to a solid, holy, and humble Christian walk, and endeavor to grow in faith and knowledge of the Lord Jesus Christ.

A Sample Agreement

Compensation of the Senior Pastor:

Salary

Housing Allowance

SECA Benefit (7.65% To help the pastor, considered self-employed, to pay Social Security)

Retirement Plan (Servant Solutions)

Vacation & Conferences

Reimbursable Expenses & Paid Benefits

(Mileage or Car Allowance, Books, Expenses, Education, etc.)

Sabbatical Leave

Senior Pastor

Congregational Leader

Growing Together Through Managing Expectations Makes Partnership Real

Psalm 133 NIV

A song of ascents. Of David.

¹ How good and pleasant it is when God's people live together in unity!

² It is like precious oil poured on the head, running down on the beard, running down on Aaron's beard, down on the collar of his robe.

³ It is as if the dew of Hermon were falling on Mount Zion. For there the LORD bestows his blessing, even life forevermore.



John 17:20-23 NIV

²⁰ “My prayer is not for them alone. I pray also for those who will believe in Me through their message, ²¹ that all of them may be one, Father, just as you are in Me, and I am in You. May they also be in Us so that the world may believe that You have sent me. ²² I have given them the glory that you gave Me, that they may be one as We are one— ²³ I in them and You in Me— so that they may be brought to complete unity. Then the world will know that You sent Me and have loved them even as You have loved Me.



Thank you

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