

SeLD 4304

# The Pastor's Relationship with the Employing Organization

---

*by Pastor Peter Kerr*

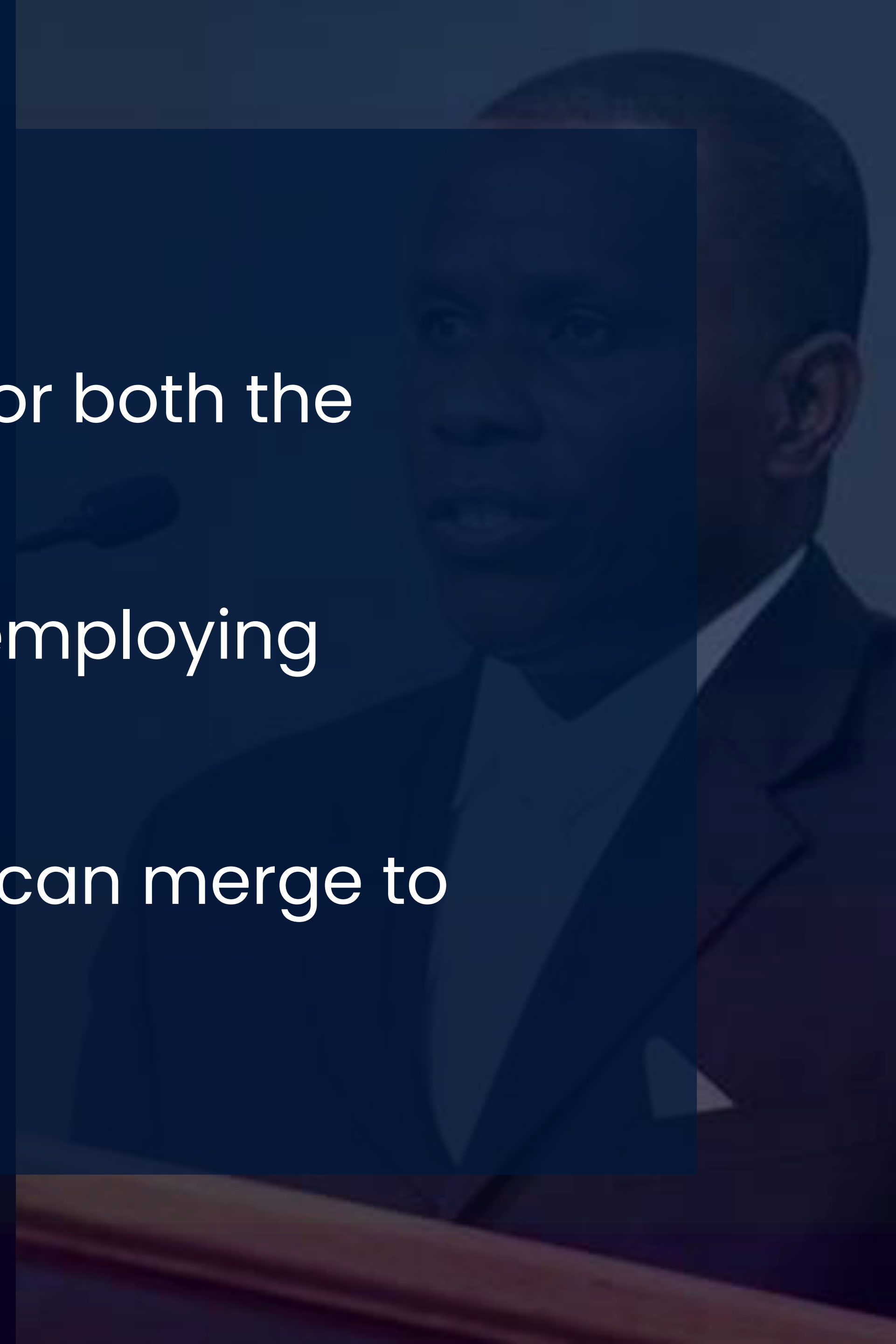
*July 2023*

# Statement of Purpose:

- 01 Discuss the significance of the church as the body of Christ with a world-wide mission.
- 02 Review the importance of the pastor nurturing an effective and progressive partnership with his/her employing organization in the interest of accomplishing the mission of Christ.

# Statement of Purpose:

- 03 Explore some key considerations for both the pastor and his/her employer
- 04 Analyze expectations of both the employing organization and the pastor
- 05 Discover how the interests of both can merge to fulfill the mission





# Mission Statement

To proclaim to all peoples the **everlasting gospel** in the context of the three angels' messages of Revelation 14:6–12, leading them to **accept Jesus** as their personal Savior, and encouraging them to unite with His Church and **prepare** for His soon return.

The successful **accomplishment of our mission** depends to a large degree on the

**01**

**FAITHFULNESS**

**02**

**LOYALTY**

**03**

**COMMITMENT**

Pastors are **full-time employees** of the church

Terms of employment are clearly defined by **policies**

**Policies** are to be clearly communicated to them **upon entry** into organizational employment.

# Faithfulness and Commitment to **God** and **His** Sacred Mission

1 Corinthians 4:2

“Moreover, it is required in **stewards**  
that a man be found **faithful**.”

# Serious Responsibilities of the Pastor in advancing the mission.

## MATTERS OF

**01**

**ETHICS**

**02**

**INTEGRITY**

**03**

**TRANSPARENCY**



# Employment implies a commitment to the organization's

01

MISSION

02

VISION

03

VALUES

The **pastor** is expected to be values-driven.

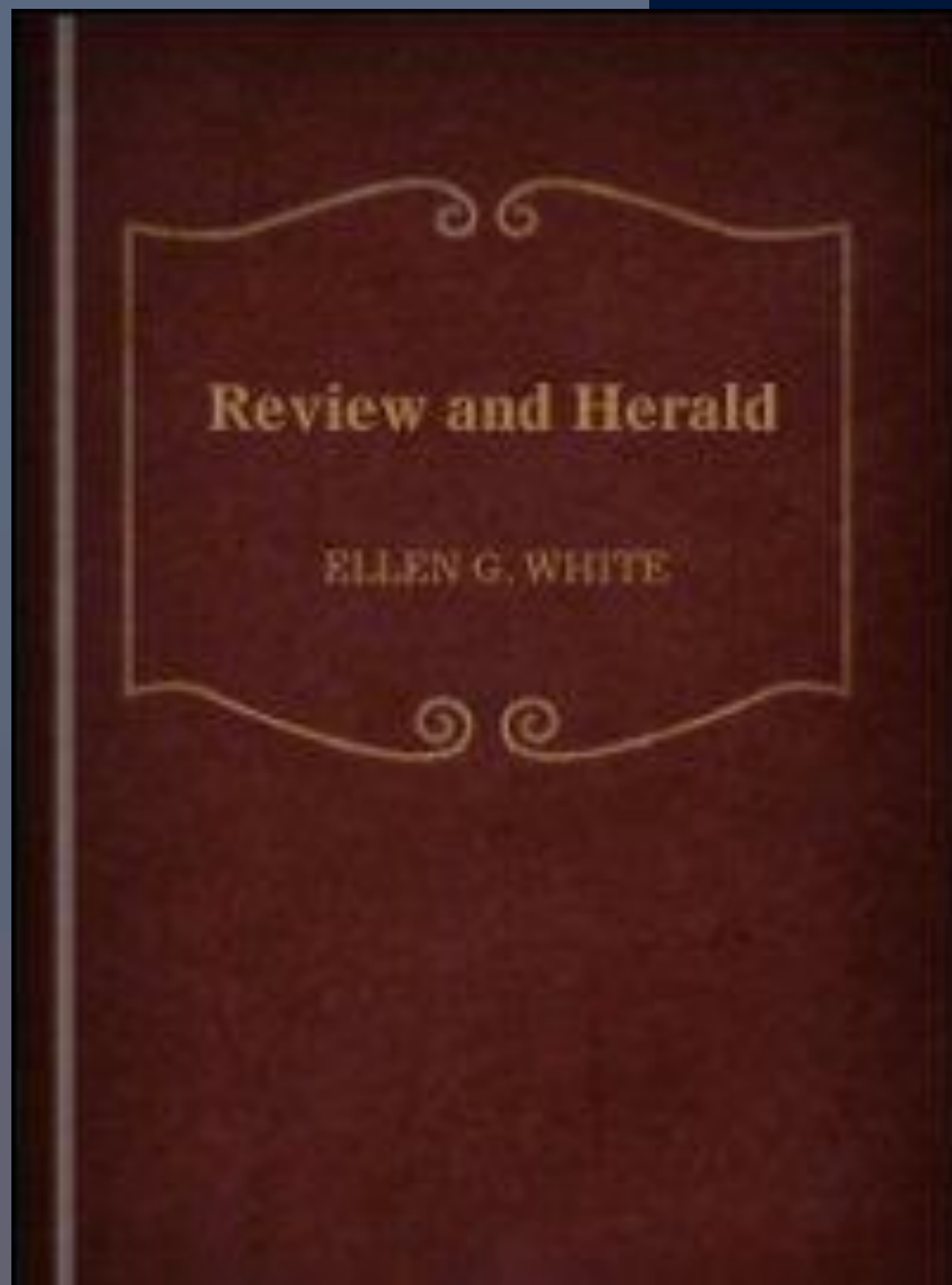
2 Corinthians 8:21

**“Providing for honest things, not only in the sight of the Lord, but also in the sight of men.”**

# Ethical Responsibilities

- 1 A Life consistent with the message and mission of the Church**  
As an agent of the Church, the pastor will live in a manner that is consistent with the beliefs and values of his/her employing organization. He/She will uphold in word and conduct the teachings and principles of the Seventh-day Adventist Church.
- 2 Respect for the Church, its property, its policies, its principles, and its standards.**
- 3 Respect for colleagues.**
- 4 Efficiency and careful attention to duty and job performance.**
- 5 Personal integrity in all social and financial activities.**
- 6 Avoiding inappropriate influence.**



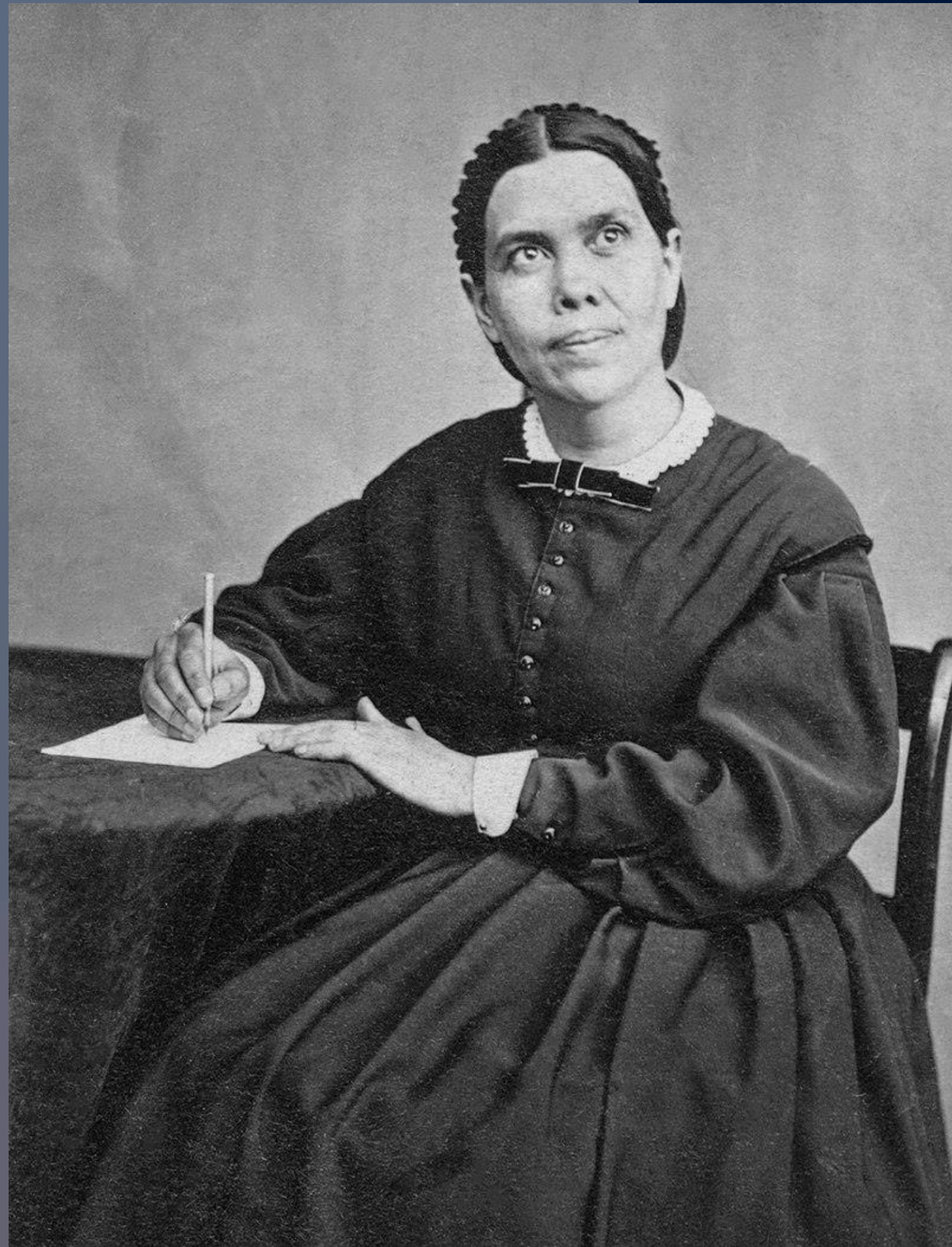


## Comments on the Need for **Ethics, Integrity, and Transparency**

“The secret of our success  
in the work of God will be  
found in the harmonious  
working of our people.”

*(R&H. Dec 2, 1890)*



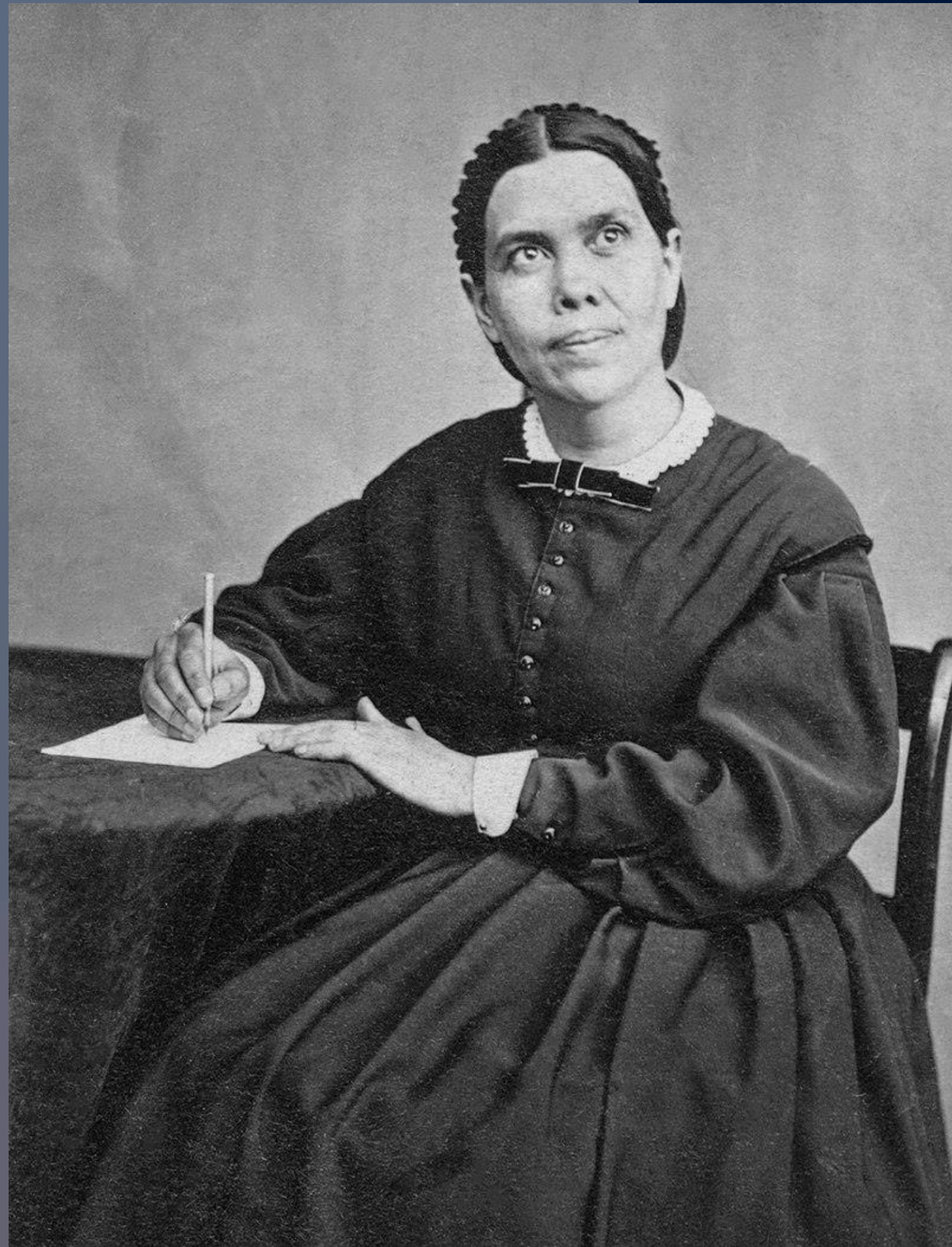


## Comments on the Need for **Ethics, Integrity, and Transparency**

“It is of the highest importance that Sabbath-keepers live out their faith in every particular. They should be prompt and neat, and keep their business matters all straight.”

*(Our High Calling, p. 230)*



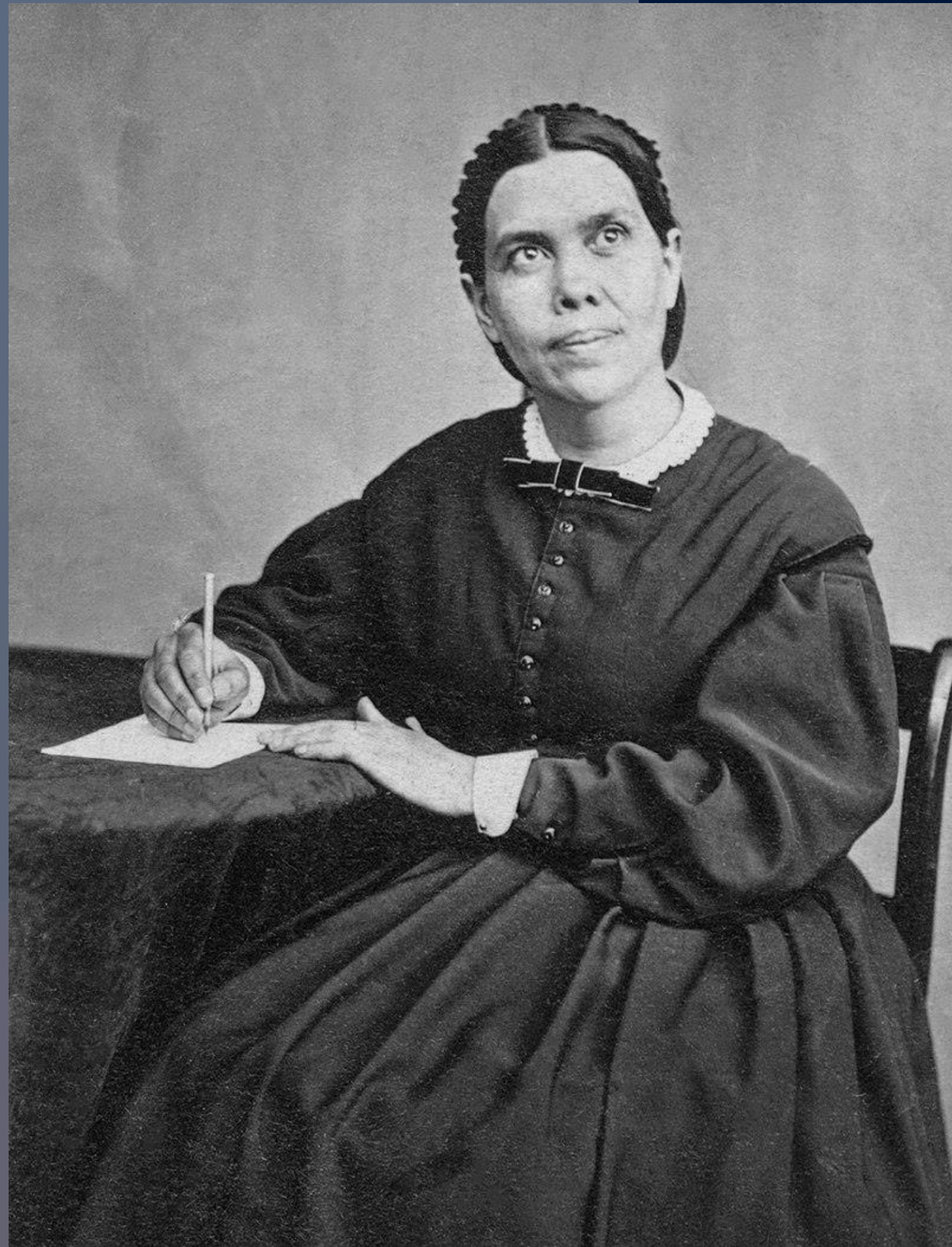


## Comments on the Need for **Ethics, Integrity, and Transparency**

“Those in responsible positions are to act in such a way that the people will have firm confidence in them. These men should not be afraid to open to the light of day everything in the management of the work.”

**(MR Vol. 13 198)**



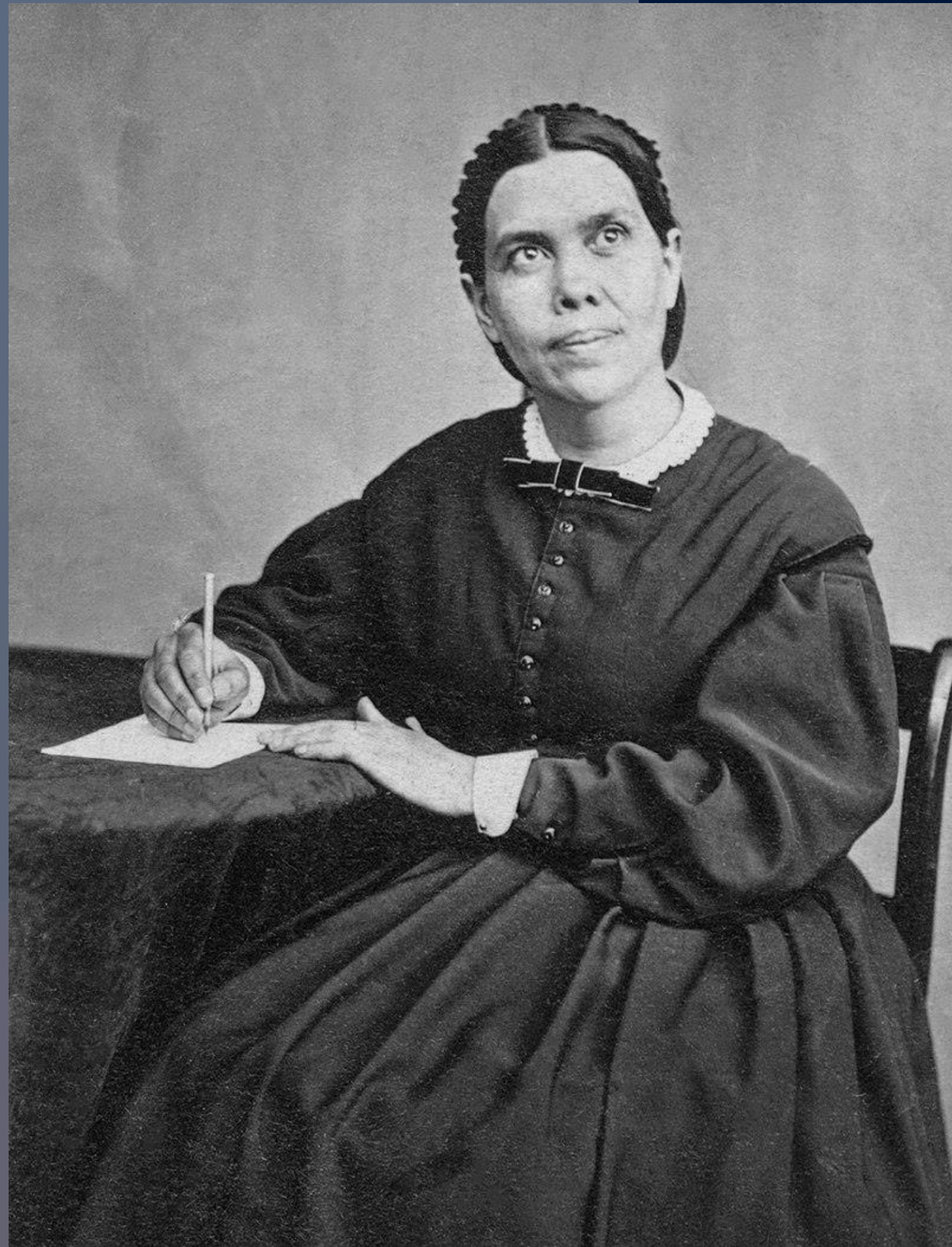


## Comments on the Need for **Ethics, Integrity, and Transparency**

“Everything that Christians do  
should be as transparent as  
the sunlight.”

**(RC 71)**



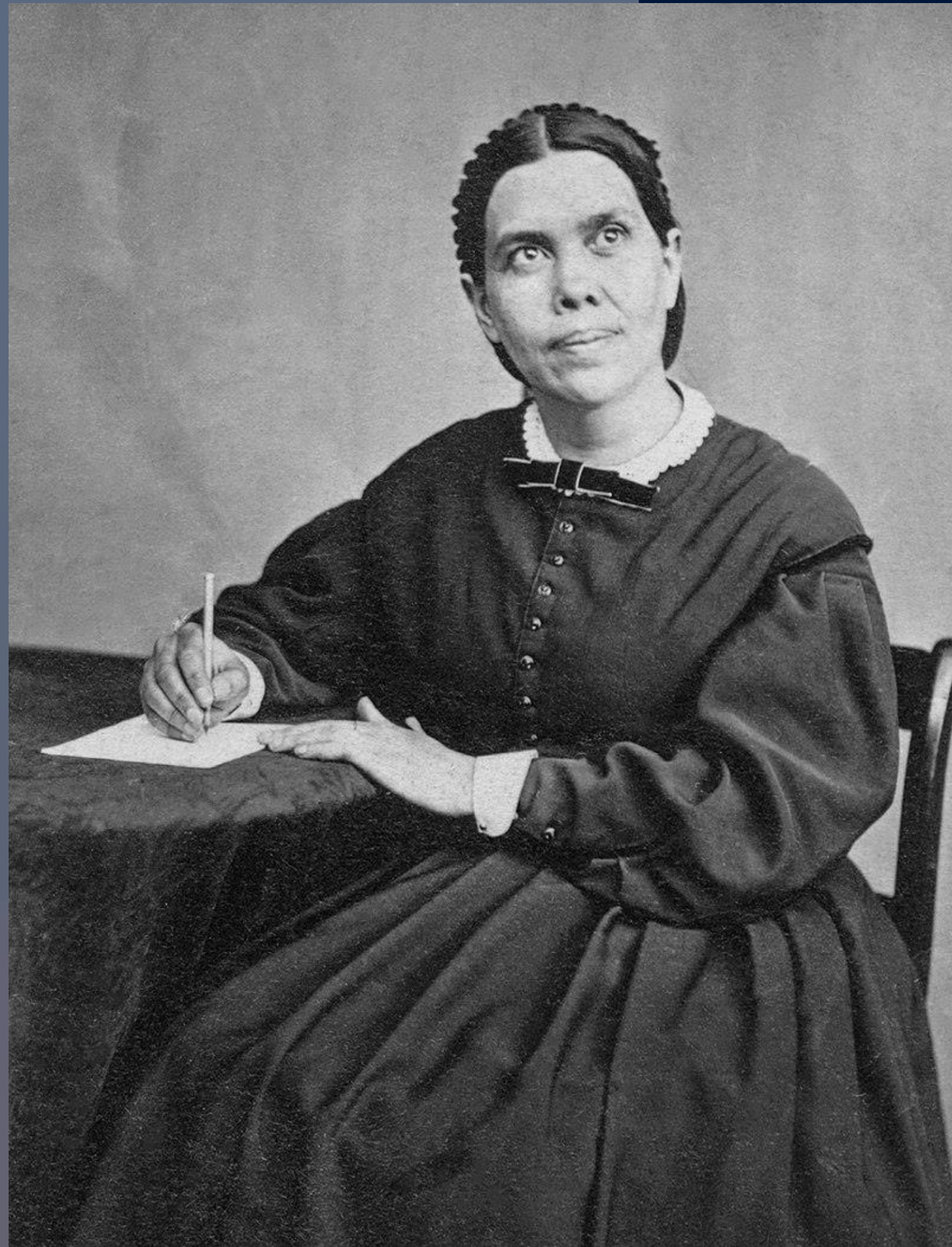


## Comments on the Need for **Ethics, Integrity,** and **Transparency**

“No deviation from strict integrity can meet God’s approval.”

**(CC p. 46)**





## Comments on the Need for **Ethics, Integrity, and Transparency**

"The greatest want of the world is the want of men... men who will not be bought or sold, men who in their inmost souls are true and honest, men who do not fear to call sin by its right name, men whose conscience is as true to duty as the needle to the pole, men who will stand for the right though the heavens fall." "No deviation from strict integrity can meet God's approval."

**(Ed 57)**

# Fulfilment of the Mission

The gospel commission is at the heart of the function of the minister. It is expected that all pastors do the work of an evangelist and make disciples of the members.

**(2 Timothy 4:5; Matthew 28:19-20). – IAD Document.**



## The **Successful Pastor** is one who:

1. Pays careful attention to evaluating his own performance in evangelism and church administration on a regular basis. He takes great pride in achieving set goals and key performance indicators.
2. **Frequently evaluates his own soul-winning practices.**
3. Evaluates the qualitative and quantitative growth of his church under his leadership
4. **Frequently evaluates his own retention initiatives and practices as a church pastor.**
5. Evaluates the results of his approach to the discipleship and involvement of the members of his church in the mission.

# **Pastors'** Expectations of the **Employing Organization**

The partnership between Pastor and Employing Organization in fulfilling Christ's Mission comes with both **CHALLENGES** and **BLESSINGS**



# PARTNERSHIP

- The employing organization seeks to hold the pastor accountable
- The pastor has personal, social, financial, professional, or other needs which he would not want to be ignored.

## The pastor expects that...

1. The employing organization would provide leadership in addressing issues related to his personal, social, spiritual, or professional growth.
2. The employing organization would Have realistic expectations of him/her
3. There is a close and personal relationship between himself and the leadership of the employing organization
4. he is not loaded with too many responsibilities *[Not spread too thin]*
5. He receives strong spiritual support, mentorship, and encouragement

# Considerations for a **Hopeful** and **Progressive** Partnership

## **PASTORS ARE ASKING**

1. What are the long-term future **plans**?
2. What is the plan for matching **salary** and benefits with the current world's rising **cost of living**?
3. How are leaders planning to prepare us to be **future** leaders?





# Considerations for a **Hopeful** and **Progressive** Partnership

## ORGANIZATIONAL LEADERS WANT TO KNOW FROM PASTORS

1. What are pastors' greatest/urgent needs?
2. What are church leaders overlooking about ministry and pastors?
3. What are pastors most fearful/concerned about in ongoing ministry?
4. What are your biggest pastoral challenges?
5. How can the organization support and be sensitive to your personal/family needs?
6. What are you most excited about in ministry?