

Pastoral Leadership

Duties/Responsibilities:

- 1) To preach the Word of God, lead in worship, read and teach the Scriptures, and engage the people in study and witness
- 2) To ensure faithful transmission of the Christian faith
- 3) To lead people in discipleship and evangelistic outreach that others might come to know Christ and to follow him
- 4) To counsel persons with personal, ethical or spiritual struggles
- 5) To perform the marriage ceremony after due counsel with the parties involved and in accordance with the laws of the state and the rules of The United Methodist Church. The decision to perform the ceremony shall be the right and responsibility of the pastor
- 6) To conduct funeral and memorial services and provide care and grief counseling
- 7) To visit in the homes of the church and the community, especially among the sick, aged, imprisoned and others in need
- 8) To maintain all confidences inviolate, including confessional confidences except in the cases of suspected child abuse or neglect, or in cases where mandatory reporting is required by civil law
- 9) To administer the sacraments of baptism and the Supper of the Lord according to Christ's ordinance
- 10) To prepare the parents and sponsors before baptizing infants or children, and instruct them concerning the significance of baptism and their responsibilities for the Christian training of the baptized child
- 11) To encourage reaffirmation of the baptismal covenant and renewal of baptismal vows at different stages of life
- 12) To encourage people baptized in infancy or early childhood to make their profession of faith, after instruction, so that they might become professing members of the church
- 13) To explain the meaning of the Lord's Supper and to encourage regular participation as a means of grace to grow in faith and holiness
- 14) To select and train deacons and lay members to serve the consecrated communion elements
- 15) To encourage the private and congregational use of the other means of grace
- 16) To be the administrative officer of the local church and to assure that the organizational concerns of the congregation are adequately provided for
- 17) To give pastoral support, guidance and training to the lay leadership, equipping them to fulfill the ministry to which they are called
- 18) To give oversight to the educational program of the church and encourage the use of United Methodist literature and media
- 19) To be responsible for organizational faithfulness, goal setting, planning and evaluation
- 20) To search out and counsel men and women for the ministry of deacons, elders, local pastors and other church related ministries
- 21) To administer the temporal affairs of the church in their appointment, the annual conference and the general church
- 22) To administer the provisions of the Discipline
- 23) To give an account of their pastoral ministries to the charge and annual conference according to the prescribed forms
- 24) To provide leadership for the funding ministry of the congregation

- 25) To model and promote faithful financial stewardship and to encourage giving as a spiritual discipline by teaching the biblical principles of giving
- 26) To lead the congregation in the fulfillment of its mission through full and faithful payment of all apportioned ministerial support, administrative and benevolent funds
- 27) To care for all church records and local church financial obligations, and certify the accuracy of all financial, membership and any other reports submitted by the local church to the annual conference for use in apportioning costs back to the church
- 28) To participate in denominational and conference programs and training opportunities
- 29) To seek out opportunities for cooperative ministries with other United Methodist pastors and churches
- 30) To be willing to assume supervisory responsibilities within the connection
- 31) To lead the congregation in racial and ethnic inclusiveness
- 32) To embody the teachings of Jesus in servant ministries and servant leadership
- 33) To give diligent pastoral leadership in ordering the life of the congregation for discipleship in the world
- 34) To build the body of Christ as a caring and giving community, extending the ministry of Christ in the world
- 35) To participate in community, ecumenical and inter-religious concerns and to encourage the people to become involved and to pray and labor for the unity of the Christian community

Pastoral Categories:

- A. **Supply Pastor** - He/she is recommended and appointed by the District Superintendent to a local congregation after meeting specific expectations. They are required to be involved in a mentoring group, meet annually with the District Superintendent and the District Board of Ordained Ministry and participate in continuing education. It is recommended that they begin and make progress in the candidacy process. They serve at the discretion of the District Superintendent.
- B. **Part-Time Local Pastor** - He/she has completed the candidacy certification, attended Licensing School and has been recommended for licensure by the District Board of Ordained Ministry. They do not devote their entire work week to the charge to which they are appointed and generally have other employment. Their salary is proportionate to the time they give - 1/4, 1/2, 3/4 - of the base minimum salary set by the Annual Conference. They shall complete two courses per year in a Course of study school.
- C. **Full-time Local Pastor** - He/she has completed the candidacy certification, attended Licensing School and has been recommended for licensure by the District Board of Ordained Ministry. They devote their entire time to the charge where they are appointed. They receive a salary that is equal to or greater than the minimum base compensation established by the annual conference for full-time local pastors. They are required to complete four courses per year in a Course of Study School. Once they have graduated from the Course of Study School then they are required to complete four continuing education units each year.
- D. **Associate Member Pastor** - He/she has reached the age of 40, served four years as full-time local pastor, completed the five year Course of Study School, Licensing school and are recommended by the Conference Board of Ordained Ministry. They receive a salary that is equal to or greater than the minimum base compensation established by

the annual conference for Associates in full-time service. They are required to complete four continuing education units each year.

- E. **Elder** - He/she is an ordained minister who has completed their formal preparation/ educational requirements and have been commissioned and served as a provisional member for at least two years. They have been approved for Elder's Orders by a 2/3 vote of the clergy members in full connection of the annual conference upon the recommendation by 2/3 vote of the Conference Board of Ordained Ministry. They receive a salary that is equal to or greater than the minimum base compensation established by the annual conference for full-time Elders.

Minimum salary figures/IRS Mileage figure/Vacation time

Recommended Minimum Salaries 2011

Elder in full-time appointment, Full member Deacon in full-time appointment	\$35,500
Provisional member on Elder track in full-time appointment	\$32,300
Provisional Member on Deacon track in full-time appointment	\$32,300
Associate member in full-time appointment	\$32,300
Licensed Local Pastor in full-time appointment who has completed the Course of Study or equivalent	\$31,000
Licensed Local Pastor in full-time appointment	\$29,600
Student Pastor recommended salary	\$17,800

2010 IRS Mileage Rate currently .55 cents

Vacation - 30 days vacation per conference year (including 4 Sundays) for full-time ministers and two weeks for students. Ministers receiving their first full-time appointment shall receive three weeks vacation in the first year. It is expected that the pastor will clear arrangements in advance with the PPR committee and consult them in obtaining vacation supply coverage.