

Basic Roles and Expectations of the Pastors and Revitalization Team

3/2020

The Pastors and Revitalization Team will place a particular emphasis on evangelism, congregational vitality, community connections, stewardship, and spiritual growth.

The Revitalization Team will be responsible for leadership in the congregation and will organize a strategy for the revitalization and redevelopment efforts with special attention to:

- a. The Vision and Missional direction of the ministry, with particular emphasis on evangelism, congregational vitality, community connections, stewardship, and spiritual growth.
- b. All matters related to operations, staffing, and sound financial management.
- c. The general health and vitality of Shalom's ministry and leveraging the Anchor Church relationship with Calvary.
- d. Regular communication and progress updates for Shalom, Calvary, and the Synod.

In addition, the Revitalization Team will:

1. Pray regularly, study scripture and listen to God's voice in leading the congregation.
2. Seek to grow the congregation in discipleship and in personal financial stewardship and generosity (growth-giving or tithing and beyond), as well as initiate specific plans for capital fund development.
3. Provide for the worship life and a pastoral presence for the people of Shalom and the community, including developing a plan for pastoral coverage, visitation, community outreach, etc.
4. Develop, in a biblical and broad participatory process, a 3-5 year vision and plan for the congregation with emphasis on outreach, increased worship attendance and ministry participation, financial stewardship and restoring financial health, and growing disciples..
5. Review and update as needed Shalom's guiding statements - core values, mission statement, vision statement, spiritual growth pathway, and identity tagline or brief description. This will be done, in part, by convening within the first 6-9 months of the covenant relationship 3 gatherings of the congregation: a history gathering, a scriptural gathering, and an experiential gathering to hear the voice of the congregation and community. These gatherings will be organized by the Revitalization Team with the intentional involvement of the current elder and executive teams. These gatherings, as well as other data and listening and insights gained previously from Shalom's work with the Simple Church approach, will be used to affirm and/or edit and update Shalom's guiding statements.
6. Include and equip an increasing number of members to use their God-given SHAPE (Spiritual gifts, Heartfelt passions Abilities, Personality, and Experiences) for God's mission through Shalom.
7. Make creative use of all services of worship and other ministries for the purpose of inviting new disciples to maximize outreach.
8. Spend a significant percentage of time in organizing and empowering evangelism and outreach, including equipping laity for such ministry.
9. Continue to learn and grow in evangelizing outreach through reading, workshops, and practice, as well as participation in strategically identified ministry health and mission growth continuing education opportunities.

10. Provide timely information to the congregation, as well partners at Calvary and the Southeast Michigan Synod (SEMI Synod), including redevelopment priorities and timeline, progress and challenges, and financial stewardship and reports.
11. Work and communicate with the SEMI Synod Director for Evangelical Mission (DEM), who will meet occasionally with the Revitalization Team to assist and support as needed to keep their work on track.
12. Actively participate in the life of the wider church, including Synod Assembly, Synod learning opportunities, Synod conference gatherings, and other events beyond the Synod.
13. Work with Calvary's leadership to devise and track new metrics to gauge impact and involvement in life-changing ministries.

Specifically, each of the Revitalization Team Members will:

1. As individual followers of Jesus, be models of the Christian life: regularly following the six essential faith practices; worship, prayer, Bible study, giving, serving and sharing the faith. In particular the members of the team will model biblical financial stewardship, which includes growth giving toward tithing and beyond.
2. As congregational leaders, begin all meetings with worship, engaging Scripture, and prayer.
3. Foster a climate of goodwill, addressing gossip and negativity in the congregation that would derail the mission of restoring vitality and financial health to the congregation and reaching out to the community with the good news of Jesus.
4. Promote and embody a hopeful, missional attitude expressed in words and actions.

We the undersigned agree and with God's help will to our best efforts serve to meet each expectation above as long as we continue to serve as part of this team:
