

# Hoffmantown Church

Congregation Meeting | 2/24/19

# Agenda

- Prayer
- Ministerial Team Update
- Governance/Bylaws Update
- Q&As

# **Biblical & Practical Expectations of a Lead Pastor**

Ministerial Sub-team

February 2019

**Titus 1:5-9**  
**1 Timothy 3:1-7**  
**1 Peter 5:1-4**  
**Ephesians 4:11-12**

# Biblical “Must Have all of these\*”

- Is above reproach
- Is the husband of one wife
- Has children in the home that are not given to immorality or rebellion
- Is not arrogant, but humble
- Is not quick tempered
- Is not a drunkard or prone to violence
- Is not greedy for gain
- Holds firm to the Word
- Is able to teach
- Does not rebuke those who contradict
- Has a servant’s heart
- Is sober minded
- Is submissive
- Shows self control
- Shows respect for others
- Is hospitable
- Is gentle, not quarrelsome
- Is not a lover of money
- Can manage his home
- Is not a recent convert
- Has a good reputation
- Shepherds the flock
- Can exercise oversight
- Is not domineering
- Leads by example

# Practical: Spiritual Life/Work Balance “Must Have\*”

- **\*Devoted to Christ, and has a desire to know Him, love Him, and serve Him**
- **\*Finds the study of God's Word a priority – good time management skills**
- **\*Has an active prayer life**
- **\*Immediate Family as a priority & balanced**
- **Understands and embraces (experientially) Living Grace (*Not the freedom to live as you please, but the freedom to live as you should*)**

## Practical: Education/Experience “Must Have\*”

- Shows fruit in his personal growth
- **\*Has successfully led a congregation and staff comparable to Hoffmantown, with evidence of fruit and growth**
- **\*Is seminary trained, with a Master of Divinity or comparable**
- Loves learning and is teachable
- Is seasoned
- Has shown the ability to deal with conflict
- **\*Is a lover of the Word**

# Approach to Pulpit Ministry “Must Have\*”

- **\*Primarily takes an expository approach to teaching the Word**
- **\*Effectively uses ethos in teaching (establishes credibility of self)**
- **\*Appeals to pathos (emotions) of audience in sermons**
- **\*Summons logos (the Word, logic and reason) when teaching**
- Displays preaching skills as referenced in Haddon Robinson’s Sermon Checklist\*
- **\*Relates to a wide group of people, as did Jesus**
- Sensitive to time – Refined messaging
- Establishes a central theme from the text
- Build a culture of wanting more.....



## Spiritual/Natural Gifting “Must Have\*”

- Is called to be a pastor
- **\*Has love for all people**
- **\*Is a good communicator**
- Has a passion for teaching
- **\*Is a shepherd**
- Is a strategic thinker
- **\*Shows he is surrendered and submissive to Christ**
- Exercises exhortation and encouragement
- **\*Displays servant leadership**
- Discernment

## Denomination Affiliation “Must Have\*”

- **\*Understands Hoffmantown is part of the Southern Baptist Convention**
  - **\*We embrace the truth of "Living Grace"**
  - **\*Embrace the spiritual guidance of Pastors & Elders in the church**
  - **\*Holds to a complementarian view regarding the service of men and women in the church and the roles they can fill**
  - **\*He is identified as an SBC Pastor**

## Leadership Style “Must Have\*”

- Strategic thinker
- Vision caster, and in agreement with our purpose, vision and mission (PVM)
- **\*Servant leader**
- Follower of God, with a soft heart and spine of steel
- Supports pastoral staff
- Supports administrative staff
- **\*Leads with Grace**
- Wants pastors, staff, and Body to be all that God has called them to be
- Macro manages, concerned with the big picture, not micro
- **\*Team builder, player, leader**
- Deals with conflict in a constructive way
- Not insecure or threatened by his weaknesses

# Pastoral Ministry “Must Have\*”

- **\*Shepherds the flock**
- Exercises oversight
- Not domineering
- An example to others
- **\*Christ led**
- True to the Word of God
- Embraces Body engaged
- Servant Leader, being able to lead the way God designs
- Relates to people
- Approachable
- Transparent
- **\*Humble**
- Balanced in spiritual life
- Shepherds the staff and the Body
- Embraces a balance of worship, missions/ evangelism, discipleship
- *Occasional guest speaking*
- *Invites in guests speakers*

# Approach to Corporate Worship “Must Have\*”

- **\*Embraces Multi-generational corporate worship**
  - Psalms 145:4-6
- **\*Advocates for blended corporate worship**
  - worshipping with Psalms, hymns, and spiritual songs
    - Eph 5:19, Col 3:16

# Governance

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# Governance Update Agenda

- **Purpose of Bylaws - Gerald Farley**
- **Status of Bylaws Work - Dan Rupp**
- **Structure of Bylaws – Maryann Bassett**
- **Process to final Bylaws – Maryann Bassett**

# Purpose of Bylaws

- State Law requires us to have Bylaws
- Bylaws describe the business of the Church
- Courts expect that you do what is in your Bylaws
- “Policies and Procedures” define detailed governance and church operations
- Churches have been in court in New Mexico for Bylaw issues

## *Therefore ...*

- Minimum content required has been put into the Bylaws
- The intent is to provide a very high level of operational accountability
- By minimizing content the Church has greater flexibility to adapt in the future through Policies and Procedures



# Status of Bylaws Work

- Bylaws team has spent a significant number of hours working to capture how **Plurality Leadership** is to function
- They have worked closely with Elders, Pastors, and the rest of the Tteam
- They have a Draft of a Bylaws Outline to present
- The Draft has been reviewed by The TTeam
- Remember..... ***This is a Draft***, we are looking for input from you.

# Structure of Bylaws

- We reviewed many church Bylaws
- Gerald Farley has been of great help
- Current handout is an Outline, and very much an incomplete draft!
- General Structure for the Bylaws:
  - **Article 1 Main Title**
    - **Section 1 Subtitle**
      - **Key points of the Subtitle.**

# Process and Dateline to Get to Final Bylaws

1. Bylaws Outline Draft distributed to the Church body, February 24
2. Governance Team scheduling open meetings, March 3 & March 10, for Q&A of the Bylaws Outline with anyone interested
3. Email comments, questions to [governance@hoffmantown.org](mailto:governance@hoffmantown.org)
4. We'll take the comments, draft proposed Bylaws
5. Attorney will be used for final version to be submitted to Church
6. We will distribute proposed Bylaws by end of March (our goal)
7. After 30 Day comment period, we will bring to Church for Ratification

**Questions?**