



## EXPECTATIONS FROM PASTOR JOE

First, as a staff member, you help me pastor and lead the church; you are an extension of me and represent me. So, follow me as I follow Christ.

Second, we expect you to know and live the Scriptural expectations for elders and deacons (church leaders) which are given in 1 Timothy 3 and Titus 3. They begin with being "above reproach". Your behavior should be above reproach; please don't do anything that would bring reproach on the Lord, the church, or you as a member of our staff.

Third, we expect you to be full time Christians! We expect you to do what we ask members of our church to do. We ask our members to do five things for spiritual growth:

- Meet: meet together in church and in a Life Group
- Seek: seek God in daily prayer, Bible reading and journaling
- Serve: serve others in our church and community
- Give: tithe to our church and give generously to the needy
- Share: share your faith with your friends

Fourth, leaders are held to a higher standard. (James 3:1) As staff members, we expect you to be:

- Pure: be sexually pure (\*see below)
- Sober: abstain from drugs; wise and limited use of alcohol (\*\*see below)
- Honest: tell the truth

Fifth, what constitutes grounds for dismissal? Someone could be fired for failing to live up to any of these expectations. However, we do not fire people often, and when we do, it's usually after multiple attempts to correct the problem. Here are the most common reasons we have dismissed people in the past.

- Inability to work with others
- Poor job performance
- Sexual sin (Sexual relationships with someone to whom you are not married will result in immediate dismissal)
- Dishonesty

\*Sexual purity:

We expect you be sexually pure. Sex is meant for marriage; sexual activity outside of marriage is sin.

- We expect you to stay away from pornography. If you have a problem with porn, we will help you; if you don't deal with it, you could lose your job.
- We expect you to use social media responsibly and carefully.

- We expect you to guard your heart. If you feel an attraction to someone other than your spouse, please talk with a trusted friend, pray, and take appropriate steps to protect your marriage.
- We expect married people to avoid being alone with someone of the opposite sex other than your spouse.

**\*\*Sobriety:**

We expect you to be sober. Here are some additional parameters for our expectation that you are sober:

- Although recreational marijuana is legal, we expect you to abstain. If you would like to use marijuana for a medical condition, please notify Human Resources.
- The Bible forbids drunkenness and expects leaders to be sober. What constitutes being drunk? There is a legal definition for driving in our state: BAC of .08% or higher. Our working definition is that drunkenness is when alcohol affects your behavior or judgment.
- Do not drink when you are working.
- No alcohol on your expense accounts.
- Never drink and drive.
- No alcohol at Life Groups or other Life Center functions.
- Please be careful about drinking in public. People are watching and make judgments that aren't always fair or accurate, but are damaging nonetheless. Don't let your freedom trip up someone else and become his bondage. Romans 14.

Thank you for living above reproach! We look forward to working together to help more people find and follow Jesus!

Respectfully,

Pastor Joe

Employee's signature: \_\_\_\_\_ Date: \_\_\_\_\_