

BOARD OF MINISTERIAL EDUCATION AND GUIDANCE RECOMMENDATIONS / REPORTS TO ANNUAL CONFERENCE 2024

1. We recommend that the Pastor Team Retreat and Conference Training Days be a required part of the continuing education for all pastors.
2. Each church should focus on and emphasize Christian service as a career calling at least once each spring. Pastors will forward to the Conference Superintendent and MEG Board the names of individuals who are considering a call to ministry.
3. We recommend that the "Minimum Pastoral Support Package", which includes all salary and benefits, provided by a local church to be considered a full-time pastoral appointment be set at \$72,000.00 for 2025.
4. All appointed pastors **must** maintain current clearances and a copy of each will be kept on file at the Conference Office. MEG will communicate with all pastors the clearances that are needed. This varies by state so reference the following conference link for the details related to your state: <https://www.hcfmc.org/state-required-clearances>
5. That all appointed pastors participate in a Small Group Network as assigned by the MEG.
6. We report that continued effort is being made to recruit new leaders at Free Methodist Universities/Colleges & Universities/Colleges with related theological beliefs.
7. We recommend that job descriptions be created for all pastoral staff. A copy of the job description needs to be on file at the conference office and at the local church. (Please see attached)
8. All local churches need to have job descriptions for any appointed pastor and all paid pastoral staff (regardless of their relationship with the conference).

Please include the following in your job description:

Job title

Expected hours per week

Specific duties that are expected

The staff person must agree to live by the standards in chapter 3 of the Free Methodist Book of Discipline (this needs to be stated in the job description and signed by the pastor)

Who the staff person is accountable to

How often they will meet with the senior pastor, staff and leadership team

What events they are expected to attend

Duties that are expected as time allows (ie: preaching, hospital calls, counseling, etc.)

Statement assuring work/life balance for all pastoral staff (use of vacation days, Sabbath, etc) Job descriptions should be discussed with the staff pastor and approved by the local board of administration. (We encourage pastors, delegates, and boards to work together to create the job descriptions.) Once created, send copies to the conference office.

The MEG board is requiring that the job descriptions be in place by July 31, 2024