

Director for Pastoral Care

Qualifications

Desire to share in leadership responsibilities of the Corps; Have a firm commitment to the soul-saving mission of The Salvation Army; Have a sound faith & demonstrated spiritual development; Demonstrate leadership ability & influence; Be a Salvationist in good standing; Loyal & supportive to the Corps Officers & the Army’s doctrines; Maintain confidentiality; Willing to learn & update skills for ministry.

Service Responsibilities

Oversee all matters of Pastoral Care; In partnership with the Corps Officers, guide & equip all who share in the Caring Ministry of the Corps; Offer direct Pastoral support to all Pastoral Care leaders; Ensure that equipping events are conducted for Mercy Seat Counseling & Pastoral Care; Ensure that Corps Rolls are properly maintained; Arrange for processing of transfers of Corps members; Meet with the Corps Officers regularly to review Pastoral Care issues & assist in crisis intervention where assigned by Corps Officers; Seek to ensure that all soldiers/believers have a ministry with a matching spiritual gift.

Organizational Responsibilities

Chair the Pastoral Care Committee; Attend all scheduled Mission Board meetings; Attend review of Corps & Community Services with DHQ team and Corps Officers; Meet with leaders in the Pastoral Care section for regular updates, mentoring and follow-up of personnel under their care; Ex-officio member of all committees relative to Pastoral Care.

Director for Programs

Qualifications

Desire to share in leadership responsibilities of the Corps; Have a firm commitment to the soul-saving mission of The Salvation Army; Have a sound faith & demonstrated spiritual development; Demonstrate leadership ability & influence; Be a Salvationist in good standing; Loyal & supportive to the Corps Officers & the Army’s doctrines; Maintain confidentiality; Willing to learn & update skills for ministry.

Service Responsibilities

Oversee all matters related to Corps programs; In partnership with the Corps Officers, guide & equip the leaders of all Corps programs & activities; Serve as a resource person for all group leaders, providing support & encouragement; Provide liaison between group leaders & Mission Board; Promote program development to meet the needs of the congregation & the community, giving leadership for initiating & presenting new program proposals; Assist leaders in scheduling of programs; Recruit & develop leaders for Corps programs; Arrange special Corps events such as Anniversaries, Retreats, etc.

Organizational Responsibilities

Chair the Program Committee; Attend all scheduled Mission Board meetings; Attend the review of Corps & Community services with DHQ team & the Corps Officers; Meet with leaders in the Program section for regular updates, mentoring and follow-up of personnel under their care; Assist the CSM where necessary; Ex-officio member of all committees relative to Programs.

Director for Business Administration

Qualifications

Desire to share in leadership responsibilities of the Corps; Have a firm commitment to the soul-saving mission of The Salvation Army; Have a sound faith & demonstrated spiritual development; Demonstrate leadership ability & influence; Be a Salvationist in good standing; Loyal & supportive to the Corps Officers & the Army’s doctrines; Maintain confidentiality; Have an aptitude for business administration; Willing to learn & update skills for ministry.

Service Responsibilities

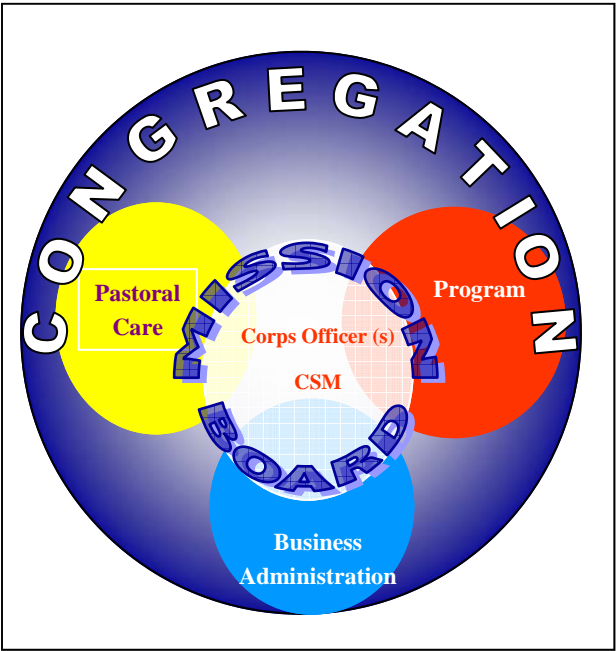
Oversees all matters of administration relative to Property & Finance; In partnership with the Corps Officers, establish guidelines & budgets for the overall administration of Corps ministries; Provide liaison between all leaders with reference to business administration; Communicate with the congregation, in cooperation with finance locals, concerning business & property matters; Promote & give leadership to existing initiatives; Develop new initiatives for the purpose of increasing effectiveness of Corps mission.

Organizational Responsibilities

Chair the Business Administration Committee; Attend all scheduled Mission Board meetings; Attend the review of Corps & Community services with DHQ team & the Corps Officers; Meet with leaders in the Business Administration section for regular updates, mentoring and follow-up of personnel under their care; Ex-officio member of all committees relative to Property & Finance.



**Mission Board
Leadership Model**



Service Principle

“It was He who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God’s people for works of service, so that the body of Christ may be built up.”
Ephesians 4:11-12

<u>The Mission Board Model</u>				
<u>Rationale for Mission Board Model</u>	Membership:	<u>Roles & Responsibilities of the Corps Officers</u>		<u>Roles & Responsibilities of the CSM</u>
1. The three main areas of ministry are merged together.	Corps Officer (s)	1.	To be prepared to deal with issues surrounding loss of control on the part of leaders whose role will change.	1. Develops a strong relationship with the Corps Officers.
2. A smaller leadership team is easier to manage.	Corps Sergeant Major (CSM)			
3. Leadership is determined more by the diversity of skill, gifting and personality of Corps leaders than by their availability and/or position.	Director for Pastoral Care	2.	To release control and empower the Mission Board to fulfill its mandate. However, while empowering others the Corps Officers still retain responsibilities specific to their Office.	2. Shares with the Corps Officers in vision casting and strategic planning.
4. Leaders of the different sections are released to minister in their primary roles.	Director for Programs			
5. The number of Local Officers essential to the effective operation of a Corps is reduced.	Director for Business Administration	3.	To provide affirmation, discipline and mentoring for Mission Board members.	3. Supports the Corps Officers in arranging all aspects of Corps worship events.
6. Greater ownership and empowerment of ministry are promoted at the ministry level.	Size: Dependent on the availability of qualified Directors. A Board could be formed with fewer than the six recommended.	4.	To ensure that the congregation receives adequate, ongoing information as required by the changes introduced by this new model.	4. Works closely with the Corps Officers in leadership changes & leadership development.
7. Job descriptions are more broadly defined.	Tenure: Corps Officers - As per appointment	5.	To take primary responsibility as stewards of the Mission of The Salvation Army.	5. Takes primary responsibility for welcoming people to and farewelling people from the Corps.
8. The Corps is better equipped to fulfill the Service Principle and to promote a more Mission-Focused approach to ministry.	CSM - Duration of Term	6.	To take primary responsibility for the development of vision casting.	6. Expected to participate in Sunday services and assume leadership of services in the absence of the Corps Officers.
	Directors - Three years	7.	To take primary responsibility for preaching, teaching and worship ministry.	7. Serves as a communication link between the Mission Board and the Congregation.
	Function: To establish the mission, vision, goals and strategies of the Corps in consultation with the entire leadership team.	8.	To set a high standard, through personal example and mentoring, for the Pastoral Care of the congregation and for winning people to Christ.	8. Participates with practical help in Corps-wide initiatives.
	To meet regularly to review and evaluate the overall mission, ministries, strategic plan and budgetary matters of the Corps.	9.	To provide discipleship and pastoral care of staff and members of the Mission Board.	9. Seeks to know and be known by the people in the congregation.
	To ensure that sufficient resources are available for the fulfillment of ministry tasks.	10.	To be responsible, with the Mission Board, for the overall ministry of the Corps.	10. Delegates certain tasks to others recognizing gifts and talents.
	To provide oversight to the varied ministries of the Corps and assist leaders in personnel matters including recruitment and training.	11.	To Chair the Mission Board.	11. Vice-Chair of the Mission Board.
		12.	To be available as ex-officio member of all councils and committees.	12. Attends Mission Board meetings as scheduled.
		13.	To assume other responsibilities as outlined in the Orders & Regulations for Corps Officers.	13. Attends the review of Corps and Community Services with DHQ team and Corps Officers.
				14. Ex-officio member of all committees associated with the Mission Board.
				15. Assume other responsibilities as outlined in the Orders & Regulations for Corps Sergeant Majors.
	Frequency of Meetings			
	Mission Board: Bi-Monthly or at call of Chair.			
	Committees: At least Quarterly & Chaired by the Directors.			
	Congregational: 1-2 times a year - Mission Board & Program leaders present.			
† The Mission Board Model of Leadership replaces the old Corps Council and Corps Census Board structure.				