



STAFF HIRING PROTOCOLS

Members Meeting

February 2016

1. Communication and Purpose

Fountain of Life Covenant Church is growing in the area of communication. As a leadership team of church staff and officers, we are making an effort to communicate intentionally, strategically, and in a timely manner. Our overall hope and design is that there might be ownership, trust, and a growing “togetherness in mission” with the officers, staff, leaders, members and attenders.

One of the areas of communication we will like to highlight is the hiring of new staff. As we grow as a church, so grows our need to hire staff who are mature in ministry and also able to equip and empower the members of Fountain of Life to do the work of the church (Ephesians 4:12). A question that we have been asked from the congregation is “How does the leadership team decide to hire this person for staff?” We thought it good to take a few moments to officially record our values, perspective, criteria, and protocols of how we hire full-time and part-time staff as a church.

2. Staff Roles

Fountain of Life Covenant Church currently has four definitions of staff roles (see page 2). While our staff members might have different levels of availability, responsibility and spiritual giftings, we are committed to a ministry that is marked by hard work, dedication, and commitment. There are five core components that tend to be true of all our staff.

- 1. Inner-Life** - Our staff are committed to vibrant life in God through Word and prayer
- 2. Call** - Our staff have a clear and compelling call from God to vocational ministry
- 3. Giftedness** - Our staff operate in spiritual giftedness to accomplish ministry
- 4. Multi-Ethnic** - Our staff is able to effectively deliver ministry across cultural lines
- 5. Experience** - We pray for fruitful Kingdom Workers bearing fruit in their context

Note: Staff who are directors are committed to ministry teams and developing leaders.

STAFF	TITLE	ROLE / NOTE
FULL-TIME STAFF WORKERS		
Dr. John Teter	Senior Pastor	Leadership, Evangelism, LGs & Pulpit
Becky Teter	Director of Ministry Priorities	Staff Development 5000 Pies
Keva Green	Director of Family Center	Family Center Administration
James Carroll	Director of Youth Ministry	FOL High School Youth ministry
Emily Kazim	Family Center Education	WLB Youth Education initiative
PART-TIME STAFF WORKERS		
Tim Sato	Director of Communications	Print and Web - (FOL Antioch 50%)
Lili Amaya	CROSSwalk Administrator	FOL Sunday Children's Ministry
Caroline Sato	Adult Education Instruction	ESL Outreach - (Ministry grant funding)
Sam Carroll	Art Education Instruction	Youth Arts - (Ministry grant funding)
VOLUNTEER STAFF WORKERS		
Carol Sato	Executive Administrator	Administration Human Resources
Dan Palomino	Pastoral Care	Member Care Pastoral Needs
CONTRACTED PART-TIME WORKER (One-Year)		
Joshua Havens	Director of Video/Design	Projects Leadership Development

3. Discernment Philosophy and Process

Fountain of Life Covenant Church believes in the development of leaders. It is our desire and active commitment to develop new people into attenders, regulars into members, and leaders into staff. The Lord has been kind to call more than a few of our Kingdom Workers to full time ministry. However, there is a great challenge, responsibility, and burden to the life of a vocational minister. We do not enter into this lightly.

When beginning a discernment process of call to full-time staff, we strive to be thorough, thoughtful and communal in our decision. It is not uncommon for a staff hiring process to take many months of process and discernment.

Our process begins with the connection between a major ministry need and the Lord raising up a leader to serve, bless and grow the ministry. The identification of the leader or the need often comes from the congregation and lay leaders. We believe our best ideas and greatest opportunities for growth do not come from top down, but from all levels and areas of church life. Once a candidate is identified, the staff team will make a recommendation to the FOL Officers. The officers and staff team then move ahead together in the hiring process.

The process is centered on answering one central question, "Is God calling this person to serve as a full-time/part-time staff worker right now with Fountain of Life Covenant Church?" We believe this is the question to answer because it helps us focus on three central components to a new hire:

Is God calling...

1. **God** - We do not want to be out in front of God. His timing and his wisdom are perfect. While it might look amazing in light of human sense and experience, we want to be as certain as we can be that God is indeed calling this person to vocational ministry. If God is calling, we want this to be clear to all. In order to best evaluate the voice and call of God, we use the Dr. J. Robert Clinton Discernment Tool as the primary indicator of call and conviction. This paper is available upon request.

Is God calling this person...

2. **Person** - God calls real people, who are in real settings, who are doing real ministry, to serve at higher levels of vocational ministry. A faithful and fruitful staff worker is good for the body. And we want to be certain this call is also good for the individual. When processing people for a staff role, we are committed to the following criteria:
 - a. **Character** - Does the candidate walk with God, integrity, and possess an strong inner-life? Integrity is the central ingredient for developing leaders. Have they responded to God, paid the real costs of discipleship, and have a track record of faithfulness?

b. Chemistry - Does this person live out the values of Christian community in their relationships? Being part of a small staff team requires maturity in the areas of servanthood, support, reconciliation, and team work. People are not called to be ministers in a vacuum or as a theory, they are called to be part of a unique team.

c. Giftedness - Does this person have a strong and growing giftedness in their ministry area? Does the candidate have a record of ministry fruit? Does this leader have followers and those who want to learn from and with them? On the staff level, and especially with Directors, is the candidate able to build and maintain strong ministry teams that bear fruit? We believe the best predictor of future fruit is past fruit and someone operating in their spiritual giftedness.

Is God calling this person to vocation ministry with FOL?

3. **Fountain of Life Covenant Church** - Our church is anchored in a Luke 4 model. We have a parish mentality inside of a regional reality. We believe that the bigger the city, the more focused and intentional the ministry target area must be. Therefore, while we pray for God to bring great fruit from Greater Los Angeles and all of Long Beach, we are uniquely committed to ministering among our neighbors in West Long Beach. Many of our neighbors and friends have great challenges in their lives. In the ministry of embracing those who might be living on the margins, our model requires people, time and finances resources as we preach good news of joy in our hood.

a. Hire When It Hurts - FOL believes in service and Kingdom Work. Have we reached a point in a given area where there are strategic staffing needs that are more than can be met by volunteers? We try not to hire a ministry position until it has grown too large, too complex, or too complicated for volunteers to lead it. If a growing core ministry significantly struggles over a sustained period of time, FOL will then consider position hiring. The officer and/or ministry leader overseeing that area is key to letting the needs be known among the staff and officers.

b. Evangelism and Outreach - Fruitful evangelism and discipleship development of new converts in our Luke 4 setting is very challenging. We believe that if evangelism is not the number one value, it will quickly become one of many. We are committed to providing spiritual, people, and staff resources for the sake of the lost.

c. Finances - Do we have the funds available? In the Acts of the Apostles, God raised up leaders from the community and walked them into roles that were funded by the community. We believe that both discernment/affirmation and financial provision are central to God's call. FOL will not bring someone on staff if it is not a fiscally responsible decision. If the funds are not immediately available, we will be slow to move ahead.

4. FOL Members

Fountain of Life Covenant Church is incredibly blessed by God to have such a deep, gifted, strong, and vibrant core of members. The faith in our church is truly inspiring and a gift from God. As members of our church, the leadership team of FOL officers and staff, would ask that you support and serve in four ways:

a. Prayer - Will you please pray for your leaders? The extensive research of Dr. J. Robert Clinton proclaims that 1/3 Christians leaders finish well. We want to be counted among the faithful and fruitful. Ministry is very challenging and we carry around unique burdens, some incredibly painful, complex, and long lasting. We need your prayers. The evil one, our enemy, is very real and is so quick to discourage. Your prayers strengthen our hearts, cement our resolve, and help us to run the race that is before all of us.

b. Feedback- Our staff and leaders are committed to growth and development. We view our ministry today in light of a lifetime call. Please feel free to give us any and all feedback that we might be stronger, more fruitful, and more loving disciples. We are committed to a proactive learning posture in our lives and ministry.

c. Giving - In the American church today, the average congregation has 18% of it's members giving. We are so thankful for FOL's generous giving. Our staff and leaders are committed to tithing and try to lead the way in this area of discipleship. We honestly believe that our giving is an investment in God's Kingdom here in Long Beach, and an investment that will be protected, and waiting for us, in the next world. Our church is able to have the quality and quantity of staff that we enjoy today because of committed giving. Thank you for your faithfulness.

d. Encouragement - Most leaders receive most of their affirmation in the early years of ministry. It is a great grace to receive words of encouragement, thoughtful reminders, and stories of how God is moving among us. Your words of encouragement are a powerful weapon in the Kingdom of God.

5. 5000 Pies and FOL Antioch

Fountain of Life Covenant Church has birthed two distinct, but interdependent ministries in our first eight years. 5000 Pies is the first social enterprise of our church. The vision of 5000 Pies is to transform the lives of young adults in West Long Beach through culinary employment, training, mentorship, and life skills coaching. 5000 Pies makes great food that is made with love! 5000 Pies is a C-corporation owned by FOL. To be hired at 5000 Pies, a potential employee must be attending of FOL. It is not an evangelistic employment program. Volunteers, however, can be attending partner churches. Hiring is done through the executive leadership team of the ministry. Input from the congregation is always welcome.

Fountain of Life Antioch is the church planting wing of FOL. This focused ministry was created to develop apostles for the hard work of church planting among the American urban poor and in the least evangelized countries in the world. FOL Antioch is a 501-c3 non-profit corporation. The Board of Directors consists of five leaders who oversee the ministry into the strategic plan of 50 new churches in 25 years, quarterly reports, financial accountability, as well as the overall strengthening of FOL. Hiring protocols are overseen by Antioch staff working under the leadership the board. The 2016 Antioch Ministry plan is available upon request.