

2 Timothy 4:1 *“I charge you therefore before God and the Lord Jesus Christ, who will judge the living and the dead at His appearing and His kingdom: 2 Preach the word! Be ready in season and out of season. Convince, rebuke, exhort, with all longsuffering and teaching. 3 For the time will come when they will not endure sound doctrine, but according to their own desires, because they have itching ears, they will heap up for themselves teachers; 4 and they will turn their ears away from the truth, and be turned aside to fables. 5 But you be watchful in all things, endure afflictions, do the work of an evangelist, fulfill your ministry 6 For I am already being poured out as a drink offering, and the time of my departure is at hand. 7 I have fought the good fight, I have finished the race, I have kept the faith. 8 Finally, there is laid up for me the crown of righteousness, which the Lord, the righteous Judge, will give to me on that Day, and not to me only but also to all who have loved His appearing.*

The responsibility of the minister is given great dignity and importance by the Lord. All of human history is moving towards a day in which we will be judged righteously. There will be no excuses, additional opportunities for repentance, or pity for unrepentant sinners. Once and for all, human history will culminate in a cleansing and renewal of all things and of reconciliation between two dimensions, natural and spiritual. All chaos, disaster, famine, war, racism, bigotry, classism, depression, murder, envy, greed, false religion, and if there be any other type of iniquity, it will all come to a conclusion. Violence and death will be swallowed up by the second death and Christ will rule and reign on the earth! What a glorious future awaits those who have placed their faith in the resurrected and living savior, Jesus Christ our Lord.

In light of such a powerful reality, count it a tremendous honor, not only that you have been called by the Lord for salvation, but set apart for the ministry, that is to call others out of darkness and into marvelous life. You’ve been chosen to proclaim the very truth upon which all things find meaning, purpose, and substance. For nearly 2,000 years of Christian history, untold stories of heroic warriors have paved a way for a bride to come down the aisle, as it were, prepared for the marriage supper of the Lamb. Blood was shed on Calvary by our Lord Himself, and many faithful followers have followed Him down the Villa de la Rosa unto Golgotha, bearing the reproach and counting this world as nothing in hopes of a coming kingdom and city which hath foundations, a city whose builder and maker is God. They have lost sleep, reputations, been slandered, burned alive, torn apart, fed to lions, ostracized by families, isolated from communities, denied by governments, treated poorly, humiliated, beaten, tortured, and yet.... The gospel has continued to flourish. It was once said by a great theologian, “The blood of the martyrs is the seed of the church”. History proves this to be true. Any place where Jesus has eventually been made famous, His followers have been made fools for His sake. Your calling into the ministry is not unto misery but unto glory. There is a special anointing and grace upon your life to endure hardship and stand firm in a shaking world. You were built by the Lord for the battle and conquest of the earth. You are a soldier, fully armed, trained, and capable through the efficacious working of the Holy Spirit, so long as you yield to the leading and Lordship of Jesus in all that you do.

In the following pages, you will discover what is expected of you as a minister of Jesus Christ and the procedures in place at Hope City House of Prayer, should your character, conduct, or focus seem to drift from the calling as a minister in your life.

2 Timothy 2:15 *“Study to show yourself approved unto God, a workman that needs not to be ashamed, rightly dividing the word of truth.*

Ministerial Expectations: Category #1 Morality

Following are a list of **moral expectations** which all ministers of Hope City House of Prayer will be asked to uphold, with the consequence of dismissal from serving in any capacity and the revoking of ministerial credentials should these expectations not be honored in a rebellious manner. These moral expectations are in accordance with the scripture, with specific emphasis upon **1 Timothy 3:1-13, 1 Thessalonians 4:1-8. (see back page)**

1. Ministers are expected to abstain from sexual immorality of all sorts, this includes but is not limited to adultery, fornication, pornography, and any other form of fleshly indulgence which is contrary to a life of holiness, by the grace of God. **(1 Thessalonians 4:3 “For this is the will of God, your sanctification: that you abstain from sexual immorality)**
2. Ministers are expected to avoid alcohol consumption that leads to drunkenness in public and in private. There are varying views of alcohol consumption within the church world, however, at Hope City House of Prayer we affirm that it is absolutely clear from scripture that being drunk is a sin. With humility we want to avoid the very appearance of evil and the temptation to be drunk, by the grace of God. **(Ephesians 5:18 “And do not get drunk with wine, for that is debauchery, but be filled with the Spirit)**
3. Ministers are expected to refrain from consuming media (movies, internet, blogs, online video’s, and music) which are filled with profanity, vulgarity, lewdness, and glorifies anti-biblical truth. “R” rated movies are automatically to be dismissed unless the film is rated “R” due non-sensual reasons. In the event that a movie is rated “R” and you feel that it is ok to view, you are respectfully asked to call an elder, seeking counsel and prayer prior to opening your spirit to potential filth, by the grace of God. **(Proverbs 4:23 “Keep your heart with all diligence, For out of it *spring* the issues of life.”)**
4. Ministers are expected to refrain from all drugs, narcotics, and tobacco products, by the grace of God.
5. Ministers are expected to refrain from lying, cheating, dishonesty, and seduction in all forms, by the grace of God.

1 Thessalonians 4: 1 Finally then, brethren, we urge and exhort in the Lord Jesus that you should abound more and more, just as you received from us how you ought to walk and to please God; 2 for you know what commandments we gave you through the Lord Jesus. 3 For this is the will of God, your sanctification: that you should abstain from sexual immorality; 4 that each of you should know how to possess his own vessel in sanctification and honor, 5 not in passion of lust, like the Gentiles who do not know God; 6 that no one should take advantage of and defraud his brother in this matter, because the Lord is the avenger of all such, as we also forewarned you and testified. 7 For God did not call us to uncleanness, but in holiness. 8 Therefore he who rejects this does not reject man, but God, who has also given us His Holy Spirit.

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Ministerial Expectations: Category #2 Spiritual Discipline

Following are a list of ministerial expectations as it pertains your spiritual discipline as a minister. As you have been taught in ministry class and as noticed in the scriptures of all God's people who have been set apart. Discipline is the root word of disciple. If you are going to lead the church in making disciples we must be disciplined. You are unqualified from leading if you have not understood the path to the destination. We cannot take others to a place or into a lifestyle which we as ministers do not live ourselves. Spiritual authority is only accessed when the vessel is in alignment with the message they proclaim. For these reasons it is imperative that ministers of the Lord Jesus Christ, be disciplined!

1. Ministers are expected live a life of prayer. (Luke 18) This may or may not consist of a daily prayer time but all ministers **MUST** be given to a life of prayer. In the old testament they sacrificed in the morning, afternoon, and evening. As a general rule of thumb, ministers should set aside time each day in communion. Here's an example of how it could look: 15-20 minutes in the morning, 15-20 minutes in the afternoon, and 15-20 minutes in the evening. However, these are just suggestions. Ultimately it is between you and the Lord, but out of integrity and understanding, your prayer should be a priority.
2. Ministers are expected to study the scripture and know it well.
3. Ministers are expected to look for and pray for opportunities each day to bring people closer to God. It may take the form of street evangelism, pastoral counseling, or simply taking the initiative to encourage a stranger or a brother or sister in Christ. Outreach is **EXPECTED**... a minister who doesn't regularly minister is like a bird which does not fly...
4. Ministers are expected to fast from time to time as the spirit leads
5. Ministers are expected "remember the poor". A helpful way to do this is to pick at least 1 day per week where you pray for a homeless person and perhaps buy them a cup of coffee or lunch... this is the heart of ministry!
6. Ministers are expected to give themselves to a life of learning. **2 Peter 1:5** "But also for this very reason, giving all diligence, add to your faith virtue, to virtue knowledge, **6** to knowledge self-control, to self-control perseverance, to perseverance godliness, **7** to godliness brotherly kindness, and to brotherly kindness love. **8** For if these things are yours and abound, *you* will be neither barren nor unfruitful in the knowledge of our Lord Jesus Christ. **9** For he who lacks these things is shortsighted, even to blindness, and has forgotten that he was cleansed from his old sins. **10** Therefore, brethren, be even more diligent to make your call and election sure, for if you do these things you will never stumble; **11** for so an entrance will be supplied to you abundantly into the everlasting kingdom of our Lord and Savior Jesus Christ.

Ministerial Expectations: Category #3 Service at Hope City House of Prayer

As a minister who has been ordained and accepted into leadership at Hope City House of Prayer, you are the greatest indicator and evidence of what we believe, teach, and model in practice. Your role of authority among this congregation is unto the service of God's people. Ministers of Hope City House of Prayer are called upon to conduct themselves in a biblical manner and in addition expected to meet the following requirements.

1. Ministers are expected to attend our main Sunday service, which currently begins at 10:30am. Ministers are also expected to arrive **no later than 10:00 for prayer, or other pre-service responsibilities**. Presence and positioning are key to the success of service, which by our definition is about deliverance of souls. "Details make the difference".
2. Ministers are expected to be regular givers of tithes and offerings. As a minister ordained or appointed through Hope City House of Prayer, you are to be an example in financially supporting the work God has called US to do. Stewardship is the key here.
3. Ministers are expected always speak positively or at least in a neutral manner as it pertains to other churches, ministers, ministries, and people. We never want to be known as gossips or slanderers.
4. Ministers are expected to be the "eyes and ears" of the Pastor team and Eldership. When situations arise on the parking lot, in the building such as inappropriate behavior, excessive talking in the halls, garbage on the lot, and excellence of the building. In other words if you see trash cans overflowing, take them to the dumpster without being asked, if paper, candy wrappers are on the floor, pick them up, treat the church like you would your own home. Little things, such as straightening chairs.
5. Ministers are expected to accurately represent when asked, the beliefs of Hope City House of Prayer as have been established by the teaching of our Pastoral team and the Eldership
6. Ministers are expected to be courteous and polite to all members and visitors. Take the initiative to greet the people, follow up, with those who you notice absent, or infrequently in attendance.

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Eldership Requirements: According to the Bible, the church is to be led by qualified and called men and women as elders and deacons. In this section we'll cover the office of elder, what it is, what an elder does, and the importance of eldership in general. Simply put, a church elder is a man or woman called by God to be an overseer. At Hope City House of Prayer, we accept women in the role of elder, although in some traditions this is forbidden. We find no biblical evidence for this position and on the contrary find evidence in favor of male and female leadership structure.

According to the Bible, elders are to be known for their prayer life (1 Tim. 2:8), modeling Christ-like service (Matt. 20:26–28; 1 Pet. 5:2), and being practically responsible in their homes, as well as in the workplace (1 Tim. 3:4–7).

Not just any person can serve as an elder—they must be qualified to do so.

THE QUALIFICATIONS OF AN ELDER

The qualifications of elders are laid out in 1 Timothy 3:1–7 and Titus 1:5–9. These lists are nearly identical. There are two things about these lists that I would like to bring to your attention.

First, these lists are primarily about men being good Christians. Second, these lists are in large part tied to a man's role as a good pastor in his home with his family and in his world with his neighbors and coworkers.

CHURCH ELDERS ARE OVERSEERS

Elders are synonymously called *overseers*. An overseer is one who pastors the church like a shepherd herds his flock (Acts 20:28; Eph. 4:11; 1 Pet. 5:2). An elder shepherds the flock under his care.

GOD CALLS A CHURCH ELDER

Who should be trained as elders? Those called by God to serve as an elder (Acts 20:28). As the church, we simply confirm God's call. This leads to my next point.

THE DUTIES OF AN ELDER

Elders are asked to do many things:

- Pray and study Scripture (Acts 6:4).
- Rule/lead the church (1 Tim. 5:17).
- Manage the church (1 Tim. 3:4–5).
- Care for people in the church (1 Pet. 5:2–5).
- Give account to God for the church (Heb. 13:17).
- Live exemplary lives (Heb. 13:7).
- Rightly use the authority God has given them (Acts 20:28).
- Teach the Bible correctly (Eph. 4:11; 1 Tim. 3:2).

- Preach (1 Tim. 5:17).
- Pray for the sick (James 5:13–15).
- Teach sound doctrine and refute false teachings (Titus 1:9).
- Work hard (1 Thess. 5:12).
- Rightly use money and power (1 Pet. 5:1–3).
- Protect the church from false teachers (Acts 20:17–31).
- Discipline unrepentant Christians (Matt. 18:15–17).
- Obey local, state, and federal laws (Rom. 13:1–7).
- Develop other leaders and teachers (Eph. 4:11–16; 2 Tim. 2:1–2).

CHURCH ELDERS SHOULD BE TRAINED AND EXAMINED

Church elders should be primarily trained through the local church to meet the qualifications and duties of an elder. Their training may involve formal theological training, but the Bible does not require this path. Those who are called to serve as an elder should be able to handle the Bible accurately.

HOW WE EXAMINE ELDERS AT HOPE CITY HOUSE OF PRAYER

Everyone cannot be an elder. The people whom we perceive a call of God to fulfill this role must be examined.

At Hope City House of Prayer we believe that elders should be appointed slowly and removed quickly, if necessary. This means that we take our time in discerning the call of God upon someone's life. Our eldership process normally takes 12 to 18 months.

We follow a very simple process: identify, assess, develop, and appoint.

At Hope City House of Prayer prospective elders are nominated by the existing elders through a perceived call from God. After the nomination process, we begin a formal process of testing this perceived call.

From this point, the candidate is assessed. This process includes examining his/her family, financial giving to the church, performance at work, relationship with people outside the church, service in the church, spiritual gifts, ministry passions, attitude toward authority, work ethic, leadership gifts, humility, and anything and everything else related to his conversion, calling, character, courage, and competency.

After the development process, which will depend on the experience and knowledge of the elder candidate, elders are installed as elders by the laying on of hands by the other elders (Deut. 1:12–16; Acts 14:23; 1 Tim. 4:14; 5:22; 2 Tim. 2:6–7).