

Second Half & Development Ministry Model

This position clearly defines a more progressive evangelism, discipleship, and fellowship creative approach. The sample position incorporates ideals from “Job Description about Older Adults” by Amy Hanson; EFCA Encore Sample Job Description Resources by Chris Holck; “What this Baby Boomer Senior Pastor learned at a CASA” by Joe Boerman, Senior Pastor, Immanuel Church, Gurnee, IL; networking with Hal Lentz, Lead Pastor of Development and New Horizons, Whittier Area Community Church, Whittier, CA and Dr Charles Arn, Church Growth, Inc Monrovia, CA.

The position could initially be part time. However, such a position should not be undertaken without a five year congregational financial commitment to establish a Church Estate & Planned-Gift Design Service, Foundation, and make the position full time.

According to Rick Warren, likely for best person is already a member in the local church.

Second Half Ministry: implement and direct a full scale ministry for active adults by providing leadership, training, and mobilization opportunities:

- For initial guidance, complete congregational research.
- Facilitate the involvement of adult volunteer ministry with office space, desk, telephone, computer, business cards, web page and newsletter.
- Provide and coordinate a wide variety of ministry opportunities and activities to encourage meaningful involvement, spiritual growth and facilitate the nurturing of relationships with others both members and nonmembers.
- Foster intergenerational health by integrating active adults with other life stage ministries.
- Provide life stage support for issues significant to this segment of the congregation such as financial planning, health issues, aging with grace, aging parents care, grand parenting, second half options et al.
- Develop, implement and oversee coordinated in reach and outreach assimilation for adults over age 50.
- Provide training that will unleash/mobilize active adults to discover and use their gifts.
- Create partnerships with agencies/organizations outside the church that dovetail with the second half ministry focus.
- Develop budgets for the ministry consistent with youth ministry investment.

Development Ministry: Identify, cultivate, and challenge partners; increase the level of generosity participation and ownership, through direct involvement and consistent financial giving.

- Provide necessary leadership to initiate and implement a Church Estate & Planned-Gift Design Service, Foundation and development plan, to identify, cultivate, and challenge givers who have potential to support the ongoing vision.
- Provide leadership to Planned Giving efforts which would include education, marketing, presentations, proposals, gift arrangements, and gift closure.
- Oversee the Foundation, work with the Foundation Board to raise support for and help provide leadership to the Foundation.

- Assure that gift arrangements are properly completed, and maintain ongoing commitment to givers, building generosity into their life.
- Plan and carry out special dinners, events, and stewardship training that will maximize partnership with and raise financial resources for all ministries.
- Maintain regular communication with the Pastoral Team to assure effective administration and prompt response to each givers questions, concerns, and interests.
- Take leadership to further resource the organization's development plan; educate and support each leader with respect to their development and ministry role.

Qualifications: Strong personal relationship with Jesus Christ as evidenced by spiritual maturity, a close daily walk with Him, a consistent vision with area of ministry and vision.

- Be committed to the theological stance of the Church
- Understanding of the ministries of the Church.
- Proven knowledge, experience and success in not for profit development.
- College degree in business, communications, marketing or related discipline.
- Advanced development and aging training or personal research is highly desirable.

Working With Church Staff and Volunteer Relationships:

- Report directly to the Senior Pastor.
- Develop and be responsible for departmental meetings staff and/or volunteers, as needed.
- Be informed of and function within the guidelines outlined in the Church bylaws.

Second Half and Development Ministry Deliverables:

- [Life's Second Half Options](#)
- [Intentional Adult Evangelism](#)
- [Estate & Planned-Gift Design Service](#)
- [Benevolence & Generosity Development](#)
- [Foundation](#)