



Paid Positions at Pine Grove

Pine Grove Bible Church is a Bible believing church that trusts in the equipping power of the Holy Spirit to minister to and meet the needs of our body of believers. As is taught in 1 Corinthians 12 and elsewhere, the Holy Spirit dispenses a wide variety of gifts to equip and encourage communities of believers to meet the physical and spiritual needs around us. Because these gifts are God-given, we treat each opportunity to serve – at any level – as a God-given opportunity to bless those around us.

There are times, however, when it may be desirable or necessary for us as a church to pay someone to fulfil a need within the church. In assessing this possibility, we look at and discuss four general criteria, and will make a decision based on the following:

1) What is sacrificed to perform the ministry:

Some serving opportunities within Pine Grove are either short-term, or limited in time during the week. Others can take a great deal of time – time that comes at the expense of salaried work or personal time. If the work results in notable sacrifice, we in Pine Grove leadership feel we as a body must do what we can to ease that hardship – sometimes through a gift or encouragement, sometimes through a salary or honorarium.

2) Financial need:

Stemming from the first consideration, Pine Grove leadership must consider whether the sacrifice involved in serving results in a financial need. If financial need arises due to serving, or is a factor in preventing someone serving, we in Pine Grove leadership will seriously consider some form of payment to help our brother or sister.

3) Whether they are within Pine Grove, or outside the church

Our hearts' desire is to see Pine Grove congregants ministering to and serving each other. There are times, however, when a specific need requires us to reach out to the wider Christian community. In reaching out, it may be necessary – and even desirable – to consider offering payment to work with Pine Grove (as perhaps serving at Pine Grove comes on top of their home church responsibilities).

4) The Nature of the Job or Ministry

There are a wide variety of jobs or projects needing to be filled at Pine Grove at any one time. Some of those jobs require a degree of physical or mental effort that should be recognized. As noted in 1 Timothy 5:18, "...the Scripture says, 'Do not muzzle the ox while it is treading out the grain,' and 'The worker deserves his wages.'" With this in mind, the Pine Grove leadership team will always consider the degree of effort required to fulfil a job or project.

These four criteria are not intended to be 'rules', but rather starting points for wider discussion within the Pine Grove leadership team. After considering these four criteria, the elders and deacons will weigh them in discussion as a group, and come to a collective decision on a way forward.