

Entry Level Ministry First Year Subsidies Overview

1. Purpose:

This Hawaii Pacific Baptist Convention Leadership Development Initiative is a monetary grant for a first-year subsidy program for ministry staffing needs for Hawaii Pacific Baptist churches. Many churches need financial support to begin a new ministry position that will become a sustained position after the first year.

This Entry Level Ministry program serves two purposes: It gives Hawaii Pacific Baptist Convention churches opportunities to begin new ministries with additional financial support to help the church develop the long-term financial plan. It also allows the individual serving the church to begin in practical ministry, while the church develops the long-term plan.

2. Term of Service

The grant shall be for up to 12 consecutive months.

3. Qualifications for Participation in the Program

1. Any member from a Hawaii Pacific Baptist Convention church, or any recruited individual from an SBC-related entity, fulfilling a call to serve in a church-related vocation is eligible. Any HPBC church that annually gives through the Cooperative Program is eligible.
2. Documentation, such as business meeting minutes, showing that the role is church approved. For the development of a financial plan, consultation with the HPBC staff team is recommended.
3. Quarterly reports submitted to the HPBC offices for Executive Board review.
4. A final evaluation from the church is requested for Executive Board review in providing feedback for future development. The evaluation can be written or through a scheduled meeting with the HPBC staff team.
5. All recipients will be required to have an HPBC approved background check and complete Ministry Safe's child sex abuse awareness training.
6. Priority will be given to:
 - 1) Any individual from a Hawaii Pacific Baptist Convention church, who is presently enrolled or graduating from a Southern Baptist Seminary in preparation for a church-related vocation;
 - 2) Any individual from a Hawaii Pacific Baptist Convention church, who is endorsed by their pastor/church and has committed to a call to ministry;

- 3) Any ministry setting that enables the church to advance strategic opportunities in a new direction; and
- 4) HPBC churches with greater needs.

4. Method of Employment

The local church will supervise the work, with quarterly reports sent to the HPBC for Executive Board review. After a mutual agreement concerning the details of the appointment has been reached (between the church and candidate), the church will send a request for approval to the Executive Director-Treasurer of the Hawaii Pacific Baptist Convention. Final approval must be given by the Executive Board of the Hawaii Pacific Baptist Convention.

5. Financial Support of the Program

1. The overall grant amount will be determined by the Executive Board. The Convention's grant shall not exceed \$1,000 per month, per person, or \$12,000 per year, per person.
2. The church can be approved for only one individual per year.
3. The church will be responsible for housing, local transportation, and medical insurance, if applicable.
4. The church will be responsible to comply with the current labor laws of their respective areas.

If you are interested, please fill out an [application](#) and email it to go@hpbaptist.net.