

## **PASTORAL TEAM MEMBER**

### **Job Description for New Hire**

Function: To work with the elders and the rest of the pastoral team to provide spiritual oversight of the congregation, to oversee and enable a balanced ministry of worship, preaching and teaching, to oversee and provide pastoral care for the congregation within the AMC vision of mutual care.

Responsibilities of all pastors:

1. Spend time in prayer, Bible study, and listening for the Spirit's leading.
2. Meet with committees as determined by the leadership group.
3. Lead communion.
4. Oversee interns.
5. Attend church-wide conferences
6. Plan elders' retreats.
7. Make connections with the larger church, both Mennonite and ecumenical on behalf of the congregation.

Specific Assignments for New Hire:

1. Give leadership to worship planning and evaluation, except during the summer months; plan for long-term preaching/teaching emphases and themes to provide a balanced selection.
2. Provide preaching/teaching 8-12 times a year.
3. Nurture and enable members' gifts in worship leading, planning, preaching/teaching, and other creative experiences of corporate worship.
4. Oversee hospitality to and inclusion of newcomers to the congregation.
5. Provide pastoral care for individuals and families facing major passages, transitions, times of crisis, in addition to what small groups are able to do. Find pastoral care consultation (both inside and outside congregation) as needed.
6. Find ways of calling people to baptism and covenanting. Invite others to assist in baptism and membership classes as appropriate.

Accountability:

The pastoral team is responsible to the congregation through the elders, receiving specific direction from the Chair.

#### Term and Review:

1. The term of service will be three years at 65%FTE, or approximately 32.5 hours per week, beginning on a mutually agreed upon date.
2. A yearly review will be conducted by the elders, using an annual report/self-evaluation.
3. Near the end of a three-year term, the work of the team members will be evaluated within the context of a congregational review of its life and mission.

#### Compensation:

The Mennonite Church denominational guidelines for pastoral salaries and benefits will be followed as previously agreed upon by the elders, May 16, 1996.

#### Mutual Relationships:

1. Team member:
  - a. Be open to the counsel and admonition of the congregation.
  - b. Work to release the spiritual gifts of the congregation.
  - c. Pray regularly for the congregation.
  - d. Meet regularly with pastoral team, elders, and overseer.
2. Congregation:
  - a. Accept pastoral team member as one in the process of growth in the grace and knowledge of Christ.
  - b. View pastoral team member as one who works to train the members to be the church and to release their ministry to others.
  - c. Pray regularly for the pastoral team that they may experience the wisdom and power of the Holy Spirit.
  - d. Give adequate financial support equal to the time covenanted so energies can be released in ministry.

#### Desirable Qualifications:

- M. Div. with major time spent at an Anabaptist seminary
- minimum of one unit of Basic Clinical Pastoral Education
- strong interpersonal skills
- experience in team leadership
- vision for worship that is both vertical and horizontal