

Pastoral Team Member

Job Description for Pastor with focus on Christian Education and Administration

Function: To work with the elders and the rest of the pastoral team to provide spiritual oversight of the congregation, to encourage spiritual formation, provide leadership for Christian education, and to coordinate the administrative work of congregational life.

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' retreat.
7. Make connections with the larger church, both Mennonite and ecumenical on behalf of the congregation.

Specific Assignments for New Hire Search #2

1. Give leadership to Christian education and encourage spiritual growth in the congregation, working with individuals and small groupings of individuals to provide opportunities for strengthening spiritual disciplines.
2. Serve as Pastor to the children.
3. Oversee the mentor-mentee program.
4. Provide supervision of youth coordinators, including oversight of Sunday school content for the high school class.
5. Preach and lead worship up to nine times a year.
6. Work with the Chair of the Congregation in planning elders meetings, providing for recordkeeping and implementing of decisions made by elders.
7. Coordinate the use of the meetinghouse and serve as link with other groups who use the meetinghouse.
8. Supervise the work of the administrative assistant.

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 .5-.65 FTE, or approximately 110-140 hours per month.

2. A monthly report of specific tasks and hours of work will be presented at the leadership group meetings as a routine means of providing ongoing support and feedback.
3. A one-time mutual review will be scheduled after the first year with the congregational chair.
4. 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 much 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.
 - e. Work toward licensing as a time of testing and evaluation as to the appropriateness of long-term licensing or ordination.

Desirable Qualifications:

seminary degree or working towards such a degree is preferred
administrative experience and organizational skills
Christian maturity and experience in congregational life
commitment to enabling others for tasks in the congregation
experience in team leadership
affirmation of Assembly's covenant and practices

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