

PASTORAL TEAM MEMBER
Job description

Responsibilities of all pastors:

1. Spend time in prayer, Bible study, and other spiritual formation practices, listening for the Spirit's leading.
2. Meet with committees and other groups related to your ministry focus
3. Lead communion and other elements of worship.*
4. Oversee interns.*
5. Attend church-wide conferences and participate in wider-church events as appropriate.*
6. Plan elders' retreats
7. Provide pastoral care to Assembly participants.*
8. Work within one's allotted hours to the extent possible.

* This may be a primary responsibility of one pastor, but is shared by all.

Specific Assignments for Karl

1. Give leadership to the strengthening of small group life, small group inclusion, and the small group reps monthly meeting, encouraging an emphasis on both mission and nurture.
2. Give leadership in mission and peace & justice advocacy to enable the congregation's interest in and ability to carry out its mission.
3. Make connections with mission activity in the broader church and community.
4. Give leadership to long-range planning, goal-setting, and congregational discernment processes.
5. Preach/teach up to 6 times a year.

Specific Assignments for Dawn

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 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 other to assist in baptism and membership classes as appropriate.

Specific Assignments for Lora

1. Give leadership to Christian education and formation. Encourage spiritual growth in the congregation, working with individuals, the other pastors and small groupings of individuals to provide opportunities for strengthening spiritual disciplines.
2. Act as Pastor to the children.
3. Provide supervision of youth coordinators.
4. Preach/teach up to 6 times a year.
5. Work with the Chair of the Congregation in planning elders meetings, providing for record- keeping and implementing of decisions made by elders.
6. Supervise the work of the administrative assistant, including overseeing the use of the meeting house and linking with outside groups.

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revised in 1998, 2001, 2005, 2015

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.