

## **PASTOR**

### **ERB STREET MENNONITE CHURCH**

#### **JOB DESCRIPTION**

The Pastor has accepted God's call to pastoral leadership as a servant of God in the context of our Anabaptist theology. The Pastor is entrusted with the responsibility of oversight for the Core and Support Ministries of the congregation, supporting the purpose and vision of the Ministries and congregation. The Pastor provides support and leadership for the Leadership Team, support and supervision for the Church Staff.

#### **The Pastor**

- Is committed to an Anabaptist understanding of faith
- Will conduct him/herself ethically as outlined in A Mennonite Polity for Ministerial Leadership, 1996
- Is licensed, ordained, or eligible for ordination in the Mennonite Church
- Has relevant experience and/or training, preferably with an MDiv or MTS
- Is a member of and works cooperatively with the Leadership Team

#### **Reporting Structure**

- Is accountable to the Church Ministry Council & attends their Council meetings
- Works in collaborative leadership with Church Ministries
- Provides leadership for the Leadership Team meetings and Church staff meetings
- Provides twice yearly reports to the Church Ministry Council and other reports as needed

#### **Pastoral Responsibilities**

- **Leadership/Administration**
  - Pastor facilitates the development and implementation of vision, mission and goals for the congregation and accepts appropriate administrative and supervisory responsibilities in a climate of shared leadership with members/ministry team.
- **Worship/Public Ministry**
  - Pastor actively participates in planning, designing and leading in meaningful worship which invites a deepening relationship with God and transformation of the worshiper.

- Provides direction and leadership to long-range planning for worship; functions as worship lead as arranged with planning teams; provides direction and leadership in planning for special services such as advent, Lent, Easter, baptisms, membership, parent/child dedication & weddings/funerals as requested.
  - Pastor places high priority on sermon preparation, content, style and delivery that invites people to a growing maturity in faith discipleship and mission. Pastor invites regular feedback from the congregation on relevance and effectiveness of the church's public ministry. Preaching approximately twice monthly.
- **Congregational Care**
    - Pastor develops pastoral visitation schedule
    - Develops specific pastoral care plans for individuals in crisis
    - Supports Visitation Team and assists in coordinating their work
    - Crisis visitation as required
    - Hospital visitation as required
    - Pastoral care, e.g. pre-marital counselling, grief counselling, assisting in making referrals to outside agencies such as Shalom Counselling Services
    - Administration of the congregational care fund

### **Professional Enrichment**

*The Pastor is encouraged to:*

- Nurture their own spiritual growth and prayer life
- Attend annual MCEC School for Ministers
- Participate in courses/workshops related to pastoral growth & related areas of pastoral ministry
- Attend MCEC annual Assembly and possibly Mennonite Church (MC) Canada Assembly

**Adopted October 2015**