

Erb Street Mennonite Church  
Pastor: Job Description

**AREAS OF RESPONSIBILITY**

**Pastoral Leadership**

- Lead in a manner consistent with Anabaptist/Mennonite understanding
- Give spiritual oversight to the congregation through its various ministries
- Guide and resource our ministries in their desire to grow, e.g. bringing people to faith, incorporating service activities into worship, stewardship teaching and promotion, gift discernment support
- Work with church leaders to develop a long term vision for ESMC and collaboratively take action to realize that vision
- Work with Church leaders and congregants to develop the capacity of newcomers to contribute in our congregational life

**Worship**

- Provide direction and leadership to long-range planning for worship by actively participating in planning, designing and leading in meaningful worship alongside the Worship Team
- Invite fellowship with God and one another, and mentor children and adults to active participation in worship
- Preach at least twice a month and lead worship at least once a month
- Give leadership in worship to communion, significant milestone events, and special services, such as Advent, Lent, Easter, baptisms, membership, parent/child dedication & weddings/funerals as requested
- Place high priority on sermon preparation, content, style and delivery that affirms our Anabaptist heritage while encouraging growth in thinking
- Invite a variety of voices, languages and styles to bring a broader perspective of our image of God into focus.

**Pastoral Care**

- Assist the Elders in their mandate to provide caregiving in the congregation
- Provide pastoral care through support at times of crisis, in high-needs visitation, and through major life transitions
- Collaborate with individuals and families in planning significant life events
- Provide counselling and support that is confidential for the individuals involved
- Provide referral to community services when the need is complex and requires lengthy and ongoing support
- Build relationships through active participation in the life of the church while modelling good self-care

**Faith Formation**

- Guide and support Christian education programs that nurture faith development with a focus on children & youth
- Model and teach spiritual practices, sharing the joys and struggles to develop an authentic Christian life

**Administration**

- Supervise and support the Office and Communication Manager
- Sit as an active participant on the Church Council, Elders, and Worship Team
- Support and resource other committees such as Gift Discernment, Christian Education, Property & Facilities, Finance and Hospitality as appropriate
- Be in relationship with Mennonite Church Eastern Canada and local ministerial group