

# **Coaldale Mennonite Church**

## **Lead Pastor Job Description**

### **Desired Characteristics:**

- Articulate, engaging, inspiring public speaker
- Enjoys interacting with congregation and community in collaborative, compassionate manner
- Demonstrates leadership qualities including active listening and encouraging
- Able to give and receive constructive feedback in positive ways with the goal of relational and spiritual growth.
- Self-motivated, self-directed
- Energetic, passionate about leading others in serving and loving Jesus

### **Description:**

The Lead Pastor is to provide spiritual and pastoral leadership, and to guide in broad based evangelism to the surrounding community. This includes preaching/teaching, working with the Ministerial and Church Council in establishing and implementing the vision of the church, equipping the congregation for various works of ministry, and shepherding the congregation in their spiritual journeys.

### **Accountability:**

The Lead Pastor reports directly to the Church Council and the Ministerial. The individual works together with the other Pastors, either paid and/or in lay positions, in a mutual partnership.

### **Qualifications:**

- The Lead Pastor is a cooperative, self-confident motivator, an inspirer of all with the vision of the church, an effective team builder to bring other disciple-makers alongside, and someone committed to developing the congregation to their highest level of spiritual maturity. The individual should be an equipper who provides ministry workers tools for their jobs.
- Professes faith in the work of Jesus Christ for salvation and has a solid personal relationship with Christ
- Demonstrates a life submitted to Christ through lifestyle choices, words, and practice including previous formal education and/or experience pertaining to church pastoral ministry.
- Is committed to the Anabaptist understanding of Faith and The Confession of Faith in a Mennonite Perspective.

## **Responsibilities:**

- The Pastor is to both preach and teach.
- The Pastor is to work with the Worship Committee in preparing appropriate worship services, programs, and other events.
- The Pastor can participate in leading the congregation in the Lord's Supper. The individual should also participate with baptisms.
- The Pastor is to be available and willing to perform weddings and funerals as needed.
- The Pastor will act as advisor and provide spiritual guidance to the Executive Committee as they oversee all staff, pastoral and otherwise, in the fulfillment of their job descriptions.
- The Pastor is to support contact with all supported church missionaries and missions.
- The Pastor will support the planning of outreach activities in the surrounding neighborhoods and encourage the welcoming of new attendees.
- The Pastor will act as advisor to the Education Committee in the Christian education of all ages.
- The Pastor will be available and responsive to crisis situations. The individual will provide pastoral care through the most effective means possible.
- The Pastor should be available for and assist with church activities.
- The Pastor will assist the church in establishing short term and long-range objectives.
- The Pastor will be involved in planning the worship schedule with the Ministerial.
- The Pastor will have opportunity to access a Pastoral Support Team for the purpose of personal accountability and mentoring.

## **Pastoral Job Guidelines**

These guidelines are considerations that provide an overview of the congregations' expectations of their Lead Pastor. They are not mandates, but rather concerns that the congregation feel would enhance the ministry of their Lead Pastor.

## **Priorities Identified directly from the Congregational Survey- Completed Feb 2023**

- Pastor prepares and delivers Bible based sermons and teaches scripture and theology for the purpose of equipping people to grow in their faith.
- Pastor provides leadership in assessing the spiritual formation needs of the congregation and helps develop opportunities for growth and transformation.
- Pastor actively participates in planning, designing and leading worship services.
- Pastor prioritizes and conducts rituals of commitment, transition and healing in individuals, family, and congregation (baptism, weddings, funerals, communion, child dedication, foot washing)

- Pastor embraces the priesthood of all believers-sharing leadership by empowering and equipping the congregation for leadership and personal evangelism.
- Pastor provides oversight of the educational programs of the church.
- Pastor is committed to gifts-based ministry, empowering congregation to identify and utilize gifts in ministry inside and outside the church.
- Pastor fosters a discipleship culture within the congregation encouraging the development of small groups.
- Pastor connects the call of Jesus to contemporary issues of justice and peace, developing strategies to engage in what God is doing to restore His kingdom and His peace in the world.
- Pastor has a good working knowledge of Anabaptist history and theology to connect history to contemporary questions/challenges.

### **Personal Spirituality:**

The most basic expectation is that a pastor is a spiritual person with a strong commitment to Jesus Christ. From that commitment all ministry flows. Each pastor is unique and should have freedom and encouragement to reach fulfillment and joy in ministry. The call to ministry is a call to faithfulness.

### **Family Life:**

The church family will support and participate with the individual in maintaining healthy work/family balance.

### **Personal and Professional Growth:**

The church family will support the pastor in the participation of community and conference events, biblically based courses, intentional daily devotional experience, individual study of the Bible and other spiritually based literature as the pastor continues in the development of their spiritual and professional growth.

### **Preaching/Worship:**

The proclamation of God's Word, centered in Jesus Christ from a sound Anabaptist perspective should be the main focus. This focus will be delivered through sermons in an interesting, creative, exhortative and motivating manner to build up and strengthen the faith of the congregation. The pastor will plan to preach regularly with varied styles of sermons, meeting the congregation's felt needs.

### **Pastoral Services:**

The pastor will maintain scheduled office hours and will participate in the visitation of congregants alongside the pastoral and deacon team. They will make themselves available for crisis situations which could occur at any time; however, reasonable limitations will be maintained to protect the pastor and their family from inordinate intrusions into their private lives. The pastor will collaborate with Ministerial and the Church Council for reclaiming inactive members and will participate in redemptive conflict resolution within the congregation. They will nurture involvement and engagement with youth, young adults, and young families in the church. They will participate in a local ministerium and, if possible, in local community groups. The pastor will provide their services to the congregation in love and sensitivity to groups with special needs.

**Church Growth:**

The pastor will model a passion for people, out of love for Christ, committed to the calling, equipping, and sending of disciples into the world.

**Professional Ethics:**

Live In harmony with Biblical principles giving full energy to the ministry. Be loyal in word and action, and faithful in returning tithe. Be honest and fair with colleagues, leadership and the policies of the Coaldale Mennonite Church.

**Pastoral Job Considerations**

These considerations are areas of ministry that lend themselves to the giftedness of the Lead Pastor. While they are important and necessary for the spiritual health of our congregation, we realize that individuals called to the ministry have differing strengths and weaknesses. It is the congregations desire to work together with the Lead Pastor in fitting these considerations to people gifted in these areas, and in fulfilling these ministries.

**We are excited to collaborate with the right candidate to fine tune their role.**