

Pastoral Job Description: Interim Lead Pastor (4-12 Month Term)

Mount Royal Mennonite Church

January 28, 2023

The Lead Pastor's Mission:

The Interim Pastor's mission is to glorify God through leadership by Christ-like service, by the ministry of the Word and prayer, and by assisting in the affairs of our congregation in accordance with the MRMC Vision Statement of "learning to live – through relationships with Jesus, neighbours and each other".

At MRMC the Interim Pastor works in a multi-pastor environment and as such will be required to communicate and function in a team environment.

Major Responsibilities:

In carrying out the mission described above the Pastor will have four areas of major responsibilities: 1.) teaching and preaching; 2.) pastoral care; 3.) administration, and 4.) professional and personal development.

1. Pastoral preaching and teaching will aim to meet the spiritual needs within the congregation and promote spiritual growth, challenging and encouraging all in our relationships to Jesus, each other and our neighbours. An emphasis on biblical teaching and preaching is expected.
2. Pastoral care will involve counselling and meeting with members to share their burdens by listening, praying and offering spiritual advice when requested. The Interim Pastor will keep at least some regular office hours to facilitate meeting with members of the congregation. It is expected that private consultations must remain confidential.
3. As an administrator, the Interim Pastor will assist the Ministry committees in the overall planning of the ministry at MRMC. This will include among other things providing guidance to committee leaders and by participating in committee meetings. The Interim Pastor will act as a mentor to and will counsel the MRMC Associate Pastor for Youth.
4. The Interim Pastor will be expected to continue their professional and spiritual development independently and under their own direction. One of priorities of MRMC is to have the Interim Lead Pastor study the Bible for purposes of ministry.

Essential Qualifications:

- Believe and be committed to the Anabaptist faith perspective as outlined in the *Confession of Faith in a Mennonite Perspective* (Herald Press/Faith 7 Life Press, 1995).

- Hold a Bachelor's degree (or equivalent training) in an appropriate discipline.
- Be able to inspire and engage through preaching and teaching.
- Be able to support a wide variety of working groups.
- Be committed to maintaining personal spiritual health.
- Be able to provide a current criminal record check with the vulnerable sector.

Preferred Qualifications:

- Have some experience in church leadership.
- Be able to communicate effectively with a wide variety of persons.
- Be ordained.
- Hold a Master's of Divinity Degree or comparable degree.
- Be a capable organizer and manager.
- Be able to work in a team environment.
- Be physically and emotionally able to carry out responsibilities.

Standards:

- Adhere to appropriate pastoral ethics as discussed in *A Mennonite Polity for Ministerial Leadership*, edited by Everett J. Thomas (Faith & Life Press, Newton KS/ Winnipeg MB, 1996, pp. 106-127).

Workload:

We recognize that the workload of a pastor is difficult to define and indeed there is always more work than one person could do. MRMC believes in fostering a good work life balance. MRMC considers a weekly working schedule of 40 hours be understood as full-time. The Interim Pastor position will require a minimum of half time, with full-time preferred.

Term:

The Interim Pastor position will be a term of 4-12 months in length. This position has the possibility of being extended to long-term full time employment as the Lead Pastor.