

Pastoral Job Description: Lead Pastor

Mount Royal Mennonite Church

January 28, 2023

The Lead Pastor's Mission:

The Lead Pastor's mission is to glorify God through leadership by Christ-like service, by the ministry of the Word and prayer, and by administering (initiating, coordinating and encouraging) 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 Lead Pastor works in a multi-pastor environment and as such is responsible for leading the pastoral team. The Lead Pastor is expected to help foster a co-operative working environment. The pastor will act as a facilitator and mentor to other members of the pastoral team by giving advice to and reviewing their activities with openness and Christian humility. The Lead Pastor must not only lead but also be a genuine participant in our church community.

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 (including premarital, marital, family, grief, etcetera), meeting with members to share their burdens by listening, praying and offering spiritual advice when requested. Pastoral care also includes hospital and care home visits of members of MRMC, conducting funerals and officiating at weddings, especially those of members; however, allowance will be made for scheduling conflicts and the pastor's conscience. The Lead Pastor will keep at least some regular office hours to facilitate meeting with members of the congregation. The Pastor must keep private consultations confidential.
3. As an administrator, the Lead Pastor will lead in the overall planning of the ministry of MRMC. This will include among other things providing guidance to other leaders and staff and by participating in committee meetings, and by calling and chairing regular pastoral team meetings. The Lead Pastor will also be responsible for sharing leadership in the congregation by empowering, encouraging, and equipping members for leadership.

4. The Lead Pastor will play a major role in providing for his or her own personal and professional development, including personal spirituality, family relationships, social relationships and professional relationships. One of the priorities of MRMC is to have the 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).
- Have some experience in church leadership.
- Hold a Bachelor's degree (or equivalent training) in an appropriate discipline.
- Be able to inspire and engage through preaching and teaching.
- Be committed to maintaining personal spiritual health.
- Be able to provide a current criminal record check with the vulnerable sector.

Preferred Qualifications:

- Be able to communicate effectively with a wide variety of persons.
- Be able to support or lead a wide variety of working groups.
- 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).

Accountability

- The Lead Pastor is a member of and accountable to the Governing Board of MRMC.

Relationships

- A Pastor Congregation Relations Committee (PCRC) is established to provide for dialogue in the care for the relationship between the pastor(s) and the congregation.

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. The Lead Pastor position is a full-time position and MRMC considers full-time to be 40 hours per week.