

LEAD PASTOR

EMMANUEL MENNONITE CHURCH

JOB DESCRIPTION

SUMMARY

The Lead Pastor of Emmanuel Mennonite Church will work with the congregation on the development and implementation of the church vision. They will be responsible for walking alongside the congregants, building relationships with them, teaching them, encouraging them, and empowering them to grow in their relationship with Jesus. The lead pastor will be responsible for fostering healthy conversation that promotes unity within the congregation. They will help with worship planning that encourages people to grow in their faith in accordance with Anabaptist principles.

CHARACTER, SKILLS, & VALUES

1. All Emmanuel Mennonite Staff must

- A. Support the doctrine, beliefs and vision of the church.
- B. Share Emmanuel's core values: Anabaptism, a global outlook, and community.
- C. Model following Jesus and encourage the congregation to deepen their relationship with Him.
- D. Be supportive and committed to building relationships with the congregation; be disciplined and committed to continued growth.
- E. Work in collaboration with leadership (staff, council, committees) at Emmanuel.
- F. Be people of high integrity and exemplary moral character.

2. Leadership Competencies:

- A. Have a sound biblical education and Anabaptist theology; a relevant graduate degree is preferred, but not required.
- B. Have some related practical experience.
- C. Possess both the administrative skills necessary to perform and carry out the details of their duties, as well as the interpersonal skills needed to work with the congregation and community.
- D. Possess leadership skills to facilitate the development and implementation of vision, mission, and goals with the congregation, including appropriate administrative and supervisory responsibilities.
- E. Lead in developing effective and transparent communication.
- F. Model healthy ways of living with congregational differences, working at conflict resolution, problem solving, and communal decision-making processes.
- G. Demonstrate a proficiency in teaching and preaching.
- H. Be specifically gifted in the area of shepherding the congregation and equipping leaders.
- I. Be collaborative, working well with a team to achieve a goal.
- J. Value building relationships with the congregation and walking alongside them.

RESPONSIBILITIES

1. As a member of the Worship Committee and deacons:
 - a. Meet regularly with the worship team to plan Sunday morning worship and other special services.
 - b. Meet monthly with the deacons.
2. Preach a minimum of twice a month.
3. Actively engage with and build relationships with the congregants.
4. Act as a shepherd for the congregation, walking alongside them to teach, encourage and empower.
5. Reach out and serve the community where we are planted.
 - a. Support initiatives like “In Community” that are designed to connect with and support a community ministry and presence.
6. Act as a resource for Connection Groups, providing support and teaching for all Connection Group Leaders.
7. Model and teach personal and communal spiritual practices.
 - a. Lead preparation sessions for baptism and church membership.
 - b. Officiate at the ordinances of the church.
 - c. Work with the Family Pastor to provide pre-marital counselling.
8. Foster a discipleship culture in which members follow Jesus in relationships of mutual accountability.
9. Give leadership and encouragement to the staff team, working collaboratively with all staff members to carry out the church’s vision.

ACCOUNTABILITY

1. The Lead Pastor will ultimately be accountable to the congregation through reporting to Council.
2. The Lead Pastor will attend Council and congregational meetings.
3. The Lead Pastor will report regularly to the Council Chair and Deacons.
4. The Lead Pastor will present a written report at the Annual General Meeting.
5. The Lead Pastor will present monthly written reports to council.
6. The Lead Pastor will be subjected to regular reviews in keeping with Emmanuel’s evaluation policy.
7. The Lead Pastor will be strongly encouraged to establish and maintain at least one mentoring relationship outside the congregation.

HOURS OF WORK

1. This is a full-time position (40 hours per week).
2. Holidays and days off are to be coordinated with the Council Chair in accordance with EMC Personnel policy.
3. Pastoral work involves an unpredictable work schedule that will include weekend and evening commitments. (Weekly work schedule is set out in “blocks” of time, amounting to up to 40-48 hours per week. This can be negotiated.)

REMUNERATION

Remuneration is commensurate with education level and prior experience. EMC has established a salary policy for pastoral staff based on recommendations suggested by the Mennonite Church Canada and the Mennonite Church B.C.