**Hoffnungsau Mennonite Church, Inman, KS**

**Lead Pastor Job Description**

**January 2017**

**Qualifications:**

* Candidate needs to be committed to an Anabaptist theology as expressed in the Confession of Faith in a Mennonite Perspective.
* Candidate needs to be seminary-trained with education preferably from a Mennonite-based seminary.
* Ordained minister is preferred, but will consider a candidate with a well-defined timeline toward ordination.

**Accountability:**

* Direct accountability to the Board of Deacons.
* Evaluations are carried out by the Pastoral Relations Committee with input from the congregation.

**Expectations:**

* The pastor is expected to follow the ethical standards outlined in A Mennonite Polity for Ministerial Leadership (Everett J. Thomas, ed., Faith & Life Press, 1996).
* The pastor models a spirit-filled life that is witnessed and appreciated as a part of their genuine faith. The pastor should have qualifications as set forth in 1st Timothy 3:1-7, 2 Timothy 2:1-3, and Titus 1:6-9.

**Responsibilities:**

* **Preaching / Worship**
	+ Responsible for planning the weekly worship services of the church as well as any special services, in coordination with the worship committee.
	+ Places a high priority on biblically-based sermon preparation, content, and delivery while challenging the congregation to grow their faith and share it with others.
	+ Meaningful participation and preparation given to services for dedications, communion, marriages, and funerals.
	+ Nurtures and supports the Youth Leader in professional and spiritual growth in conjunction with the Youth oversight committee.
	+ Establishes and publishes regular office hours at the church.
* **Evangelism and Church Growth:**
	+ Helps resource and support the leaders and teachers of the congregation to do the ministry of the church.
	+ Equips members to release their lay ministries within the congregation and in the community.
	+ Maintains an active membership in the Inman and Buhler ministerial alliances.
	+ In consultation with the Board of Deacons, examine applicants for baptism, and Church membership and grant letters of transfer.
* **Counseling:**
	+ Provides counseling while respecting the principles of confidentiality and adhering to conference guidelines. Makes referrals to professional counselors when appropriate.
	+ Serves as a spiritual mentor to the congregation while encouraging each member to develop and follow a plan of spiritual growth.
	+ Leads catechism with those that wish to seek baptism as they explore the meaning of living a Christian life.
	+ Counsels families during times of need. Visit those in homes, hospitals care facilities or emergency situations as appropriate.
	+ Provide pre-marital counseling.
	+ Promotes reconciliation when disputes arise. Avoids taking sides in conflicts that might arise while listening to each individual to understand and seek to build a united spirit.
* **Administration:**
	+ Ex-officio member of the Church Council as well as the councils that directly represented on the Church Council (Trustees, Board of Education, Deacons, and Executive board). Provides effective support to the function of those councils and implementation of the vision, mission and goals of the congregation. Minutes of such meetings shall be forwarded to the pastor’s office.
	+ Responsible for the official membership records of the Church.
	+ Facilitate clear communications between the church boards, committees and the congregation.



 **Code: All**

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| **Rank** | **Avg** | **Std** | **Id** | **Heading** | **Description** |
| 1 | 6.54 | 0.80 | **I** | **Preaching** | Pastor places high priority on sermon preparation, content, style and delivery that invites people to a growing maturity in faith, discipleship and mission. Pastor seeks feedback from congregation. |
| 2 | 6.23 | 0.89 | **L** | **Teaching** | Pastor is actively involved in the teaching of Scripture, theology, and the history of the church; providing instruction for church leaders, new members and new believers. |
| 3 | 5.38 | 1.27 | **B** | **Christian Formation** | Pastor provides leadership in identifying formation needs of persons of all ages and backgrounds and in developing opportunities for growth and transformation. |
| 4 | 5.38 | 1.11 | **M** | **Congregational Care** | Pastor gives priority to developing and carrying out a plan for congregational care that nurtures growing discipleship and invites and equips others to share in Christ's ministry. |
| 5 | 5.27 | 1.79 | **F** | **Evangelism** | Pastor leads the congregation in a way that communicates the Good News of Jesus Christ to all and understands that the local church is God's agent in the world. The result being the growth of individuals, the congregation and/or the planting of new congregations. |
| 6 | 5.15 | 1.32 | **A** | **Leadership/Administration** | Pastor facilitates the development and implementation of vision, mission and goals for the congregation and accepts appropriate administrative and supervisory responsibilities in a climate of shared leadership with members/ ministry team. |
| 7 | 5.12 | 1.50 | **P** | **Christian Spirituality** | Pastor models and teaches personal and communal Christian spiritual practices, encouraging members to grow in authentic personal and congregational spiritual life. |
| 8 | 4.88 | 1.25 | **G** | **Dedications, Baptisms, Marriages, Funerals** | Pastor gives priority to important rituals of commitment, transition and healing in the lives of individuals and families so that these occasions become opportunities for spiritual growth. |
| 9 | 4.81 | 1.33 | **C** | **Ministry in the Community** | Pastor is actively engaged in identifying the missional context of the local community, and working with both church and community groups. Encourages members to become informed and involved. Works with local ecumenical and interfaith efforts.  |
| 10 | 4.77 | 1.60 | **R** | **Healthy Communication** | Pastor leads in developing effective and transparent communication and healthy ways of living with congregational differences, working at problem solving and decision-making while recognizing that our unity is grounded in Christ. |
| 11 | 4.69 | 1.66 | **N** | **Crisis Care** | Pastor visits those in hospitals or emergency situations regularly; network is developed to keep pastor and others informed of crisis situations; needs of ill or bereaved are met. |
| 12 | 4.54 | 1.15 | **E** | **Counseling** | Pastor initiates counseling and pastoral care for those within and outside the church, and makes appropriate referrals. |
| 13 | 4.38 | 1.60 | **S** | **Mentoring Youth/Young Adults** | Pastor gives priority to mentoring persons in this key life transition time, with the goal of assisting their involvement in and commitment to the church and its faith. Helps promote a culture of calling to pastoral ministry and other forms of Christian service. |
| 14 | 4.31 | 1.59 | **H** | **Worship/Music Planning** | Pastor actively participates in planning, designing and leading in meaningful worship which invites a deepening relationship with God and transformation of the worshiper. |
| 15 | 4.00 | 1.52 | **T** | **Actively Calls Out and Develops Spiritual Gifts** | Pastor sees effective leadership of a congregation is a shared leadership and works actively to develop, support, and encourage lay leadership. Seeks to equip members to release their spiritual gifts in ministries within and beyond the congregation. Encourages mentoring and promotes a culture of calling and equipping new leaders. |
| 16 | 3.69 | 1.64 | **Q** | **Missional Leadership** | Pastor helps inspire a shared vision for the church to join in God's activity in the world so that the church will grow in its understanding and be willing to be changed as a people called, redeemed and sent into the world God loves. |
| 17 | 3.19 | 1.62 | **J** | **Peace and Justice** | Pastor emphasizes the application of the Christian gospel to issues of the contemporary world, planning with the congregation for appropriate strategies to join God's action and witness in the world. |
| 18 | 2.88 | 1.60 | **O** | **Work with Small Groups** | Pastor places emphasis on developing structures which help members to know one another, to grow in faith and maturity, to love and support one another and to reach out to others. |
| 19 | 2.81 | 1.62 | **D** | **Broader Mennonite Church Relationships** | Pastor actively finds ways to connect the local congregation with the wider Mennonite Church for the strengthening of the mission and body of Christ. |
| 20 | 2.81 | 1.24 | **K** | **Stewardship/Finances** | Pastor works with the congregation to develop a planned stewardship program that grows out of God's generosity and translates into church finances that support the mission to which God has called the local congregation and5 the wider church. |

Name of group or persons responsible for completion of this form*:* Orlin Martens, Chad Martens, Diane Thiessen, Joanne Burckhart, Greg Goering, and Matthew Simon.

Date of completion *January 2017*