

## **Bethel College Mennonite Church**

Our faith in a God of love leads us, by the power of the spirit, to follow Jesus in doing justice, loving mercy, and walking humbly with God.

**Position Description: Co-Pastor, Full-Time** (final version approved by board 04/06/2023)

### **Overview:**

Primary areas of emphasis will be worship, facilitating the teamwork of pastors and staff, work with board and commissions/committees, and participating with other pastors and staff in the caregiving team. Within the context of a flexible pastoral and staff team, additional emphases can be determined by the pastoral team in conversation with the church board, Staff Congregation Relations Committee, and other groups as appropriate. Depending upon the gifts and interests of the candidate, the following areas of emphasis may be included: pastoral care or other caregiving within the congregation, youth ministry, spiritual and faith formation, and community work for social justice. This position is accountable to the BCMC Church Board. The Staff Congregation Relations Committee will provide support, counsel, and feedback.

### **Primary Responsibilities:**

#### **Leadership and Administration**

- Help shape and implement the vision, mission, and goals of the congregation.
- Assume administrative responsibilities and oversee systems for communication within the church in a climate of shared leadership with members and church personnel.
- Serve as pastoral team facilitator through calling regular staff meetings, planning agenda collaboratively with other team members, and working collaboratively with other pastors and staff to make decisions and solve problems.
- Provide oversight and support for some non-credentialed staff members, including completion of annual reviews.
- Attend meetings and communicate with the church board and with some commissions, committees, and task groups in coordination with other pastors and staff.
- Help represent BCMC in the wider church, Western District Conference, and MCUSA.
- Empower and equip congregation members for leadership roles.

#### **Worship**

- Work in cooperation with the Worship Commission and other pastors to plan meaningful worship experiences at BCMC.
- Encourage a creative environment in which the congregation actively engages in worship.
- Connect faith to contemporary issues and questions.
- Preach two to three times per month and coordinate worship for those Sundays.
- Participate in and lead, with others, the sacramental life of the church including communion and baptism.

**Caregiving and Relationship**

- As needed, work alongside Deacon Commission, Congregational Care Coordinator, and other pastor(s) to care for the congregation and offer supportive relationship.
- As needed, participate with other pastors and staff in conducting funerals and weddings.

**Other Ministry Opportunities:****Spiritual and Faith Formation**

- Encourage and facilitate exploration of spiritual discipline for individuals and the congregation as a whole.
- Act as a resource for the congregation in theological, biblical, and/or historical knowledge and teaching.
- Teach faith exploration (catechism) classes as needed or appropriate.
- Support and participate in youth programming, including Wednesday evening programs for youth.
- Work as liaison to the Faith Formation Commission in providing Sunday School and other programming for the congregation.

**Outreach**

- In coordination with other pastors and staff, invite and welcome visitors and new members.
- Support efforts by the congregation to engage with the local community.
- Encourage connection with Bethel College and participate, as appropriate, in the life of the College.
- Support efforts by the congregation to work for peace and justice in the wider community and world.