

Western District Conference – Staff Position Description

Position Title: Hispanic Transitional Ministry Resource Facilitator

FTE and compensation type: Fulltime (40 hours/week), Exempt

Start date: February 1, 2025 (new fiscal year)

Benefits: Health, life and disability insurance; pension; paid time off

Reports to: Associate Conference Minister based in Texas

Western District Conference description: Western District Conference (WDC) is a conference of Mennonite Church USA. WDC is composed of congregations in Nebraska, Kansas, Oklahoma, Texas and Guatemala. The conference mission is to empower Anabaptist/Mennonite congregations to Witness and invite others to faith in Jesus Christ, Dwell in just and loving relationships, and Connect to God's mission in the world. Our core tasks are sustaining transformational pastors, resourcing healthy missional congregations, and networking Anabaptist church planting partnerships.

Responsibilities: The Hispanic Transitional Ministry Resource Facilitator will coordinate a two-year project to resource Hispanic congregations in WDC for pastoral and congregational transition. In consultation with conference ministers and Hispanic congregations, they will establish a timeline that outlines goals and milestones, to carry out these tasks:

1. Facilitate leadership development within congregations: Equip Hispanic pastors and congregational leaders with relevant content from an Anabaptist/Mennonite perspective, substantial biblical resources, and practical tools for effective transitional ministry, contextualized to the needs of local leaders in Mennonite congregations in the United States. Vehicles for leadership development may include the production of educational materials to create a culture of transitional ministry, gatherings where Hispanic leaders come to be equipped with practical tools to help them grow as leaders, and ongoing learning communities.
2. Equip congregations for pastoral transition: Teach congregations about aspects of transition, including (a) Creating a timeline that outlines the duration and goals for transition and key milestones within the congregation; (b) Providing progress updates and evaluations for the church leadership about aspects of the transitional work; (c) Preserving the congregation's cultural identity (d) Teaching and modeling spiritual disciplines to nurture the faith and growth of the leaders and congregation (e) Being open to review and adjust the church's budget to align with its financial capabilities.
3. Coordinate learning communities: Facilitate a community of peers where Hispanic leaders will be part of an environment of mutual spiritual and emotional support as they pursue common ministry goals. These virtual communities will foster a sense of common mission that will aid local Hispanic churches to meet immediate needs during the transitional/revitalization structured time.

4. Offer support for established ministers: Provide training and support for congregational pastors to recognize the basic aspects of pastoral transition and succession of ministerial authority as a benefit and not a threat.
5. Train new transitional resource people within the Hispanic leadership community, to provide ongoing support to Hispanic congregations

Skills/Qualifications:

1. Commitment to WDC's mission and support for WDC's core tasks
2. Affirmation of and knowledge of Anabaptist values, and of Mennonite Church USA and its programs
3. Training and experience in Anabaptist/Mennonite congregational and pastoral ministry, transitional ministry in Hispanic contexts in the United States, and safe church practices
4. Spiritual and emotional maturity, collaborative spirit, and ability to relate to others professionally and with integrity
5. Ministerial credential or eligibility for ministerial credentialing
6. Cultural sensitivity, intercultural competence, contextual awareness, and ability to build relationships within Hispanic congregations
7. Written and verbal communication skills in Spanish required; English language ability is also an asset
8. Skills in teaching and group facilitation
9. Organizational skill, efficient time management, ability to set priorities and to handle multiple tasks and details effectively
10. Ability to use computer technology, virtual communication and social media