

## Salina Mennonite Church Pastor's Job Description

January 8, 2025

Salina Mennonite Church is a small church in Salina, Kansas searching for a half-time pastor who can challenge us, and join us, on our journey to fulfill our mission statement.

*Salina Mennonite Church is a Christian community seeking to share God's love through celebration, nurture, service, and peacemaking. We hold that every person is created in God's image. We embrace differences in race, gender, sexual orientation, ability or status.*

### A. Qualifications for the job

1. Seminary education (Master of Divinity preferred)
2. Proponent of Anabaptist theology
3. Supportive of Mennonite Church-USA
4. Active ministerial ordination credentials within an MC-USA affiliated conference, or willingness to seek ordination credentials if new to ministry
5. Willing to pursue continuing education to develop knowledge, gifts and skills to serve the church

### B. Expected ethical standards

*See A Shared Understanding of Ministerial Leadership: Polity Manual for Mennonite Church Canada and Mennonite Church USA, MennoMedia, Harrisonburg, VA, 2017*

### C. Accountability and Support

The pastor is accountable to the congregation through the Church Board. There is an annual review with the Board and a full review involving the congregation every three years. The Board is responsible for pastoral care and helps with congregational care.

### D. Congregational Priorities

We know a pastor's time is valuable, and the demands are numerous. To help identify how we would like the pastor to engage with us, the top eight items from the Congregational and Pastoral Priorities survey are listed here:

- A. Provides leadership in assessing the formation needs of the congregation and helps develop opportunities for growth and transformation.
- B. Embraces the priesthood of all believers—sharing leadership in the congregation by including, empowering, and equipping congregation members for leadership.
- C. Engages in self-care, managing self in ministry in ways that ensure emotional health, maintain healthy boundaries, and make space for healthy accountability.
- D. Is actively involved in teaching Scripture and theology for the purpose of equipping people to grow in their faith and practice.
- E. Visits those in hospitals, emergency situations, and long-term care facilities—informing the congregation of opportunities to provide mutual support and care.
- F. Models healthy ways of living with congregational differences, working at conflict resolution, problem-solving, and communal decision-making processes.
- G. Is personally engaged in the community, working with community groups, local ecumenical groups, and interfaith efforts.
- H. Connects the call of Jesus to contemporary issues of justice and peace, developing strategies to engage in what God is doing to restore Shalom.

As a small church, we do not have many funerals or weddings, but would expect the pastor's leadership and/or participation in such events.

I. Work load

This is a half-time position supported by an administrative assistant who works 10 to 15 hours a week. We would want two sermons a month and work with the worship committee to plan all worship services. The Board and Worship Committee typically each have one meeting a month, each meeting with the pastor. The pastor is welcome to lead faith formation classes, but not expected to.