Pastor's Job Description – 6 July 2026

Congregation Summary

Hillsboro First Mennonite Church, as a member of Western District Conference and Mennonite Church USA, is seeking a three-quarter or half-time bi-vocational solo pastor. Hillsboro FMC is in a small college town in southcentral Kansas.

Qualifications

- The Candidate is committed to an Anabaptist understanding of the Christian faith and of the Scriptures and has a seminary degree or is on a path to completing a degree.

- FMC Leadership is open to discussing various ways to structure a salary package that benefits both the candidate and the church, such as a flexible preaching schedule, housing allowances, or educational assistance.

Responsibilities and Duties

Preaching and Teaching

- Embraces the priesthood of all believers – sharing leadership with the congregation
- Coordinates Christian Faith Formation Teaching and Activities, such as Sunday morning services and Wednesday evening Bible studies.
- Actively participates with the worship team in planning and leading worship services
- Facilitates and administers the development and implementation of vision, mission, and goals with the congregation
- Prioritizes important rituals of commitment, transition, and healing (such as baptism, communion, funerals, weddings)

Shepherding and Nurturing

- Invites the congregation to be involved in providing mutual care and support (i.e. hospital visitation, long-term care facilities, emergency situations)
- Leads in developing effective and transparent communication
- Initiates short-term counseling and pastoral care for those within the congregation and makes appropriate referrals
- Stays informed regarding FMC's financial status and facility use
- Supports the conference and denomination through one's actions and words, helping the congregation connect with the wider church (Attends WDC & MC USA conference meetings)

Expectations

- Follows the ethical standards outlined in *A Shared Understanding of Ministerial Leadership: Polity Manual for Mennonite Church Canada and Mennonite Church USA.*
- Models and teaches personal faith & spiritual practices

Accountability

- Participates in and shares accountability with the Leadership Team (Leaders Circle)