

Souderton Mennonite Church

Ministry Description

Title: Pastoral Team Leader

Time Commitment: Full-time (45 hours a week)

Accountability

The Pastoral Team Leader is accountable to the Church Board. All Souderton Mennonite Church pastors are additionally accountable to the congregation through bi-annual congregational meetings, the Mosaic Mennonite Conference and the Leadership Minister of the Mosaic Mennonite Conference.

General Description of Purpose

The Pastoral Team Leader will work collaboratively with the Pastoral Team to oversee the implementation of the church mission as articulated by the congregation and discerned by the Church Board. This person is responsible to work with integrity to steward the vision of the congregation, oversee the worship ministry, participate in preaching and teaching ministries, and oversee the Administrative functions of the church including oversight of Staff, Human Resources Team and Finance Team.

Qualifications

1. Has experienced a personal call to serve God through pastoral leadership.
2. Nurtures self through the use of spiritual disciplines for personal faith development and growth. Has the ability and spiritual gifts to nurture and cultivate spiritual development in others.
3. Committed to the congregational mission, vision and policies, as well as the Anabaptist teaching, values and ethical standards for credentialed leaders as set forth by the Mosaic Mennonite Conference and the Mennonite Church USA (see page 3 for list of documents to be familiar with and the 6 Core Competencies for lifelong learning as a minister in Mennonite Church USA).
4. Has experience and training in being a pastor that oversees **and empowers** other leaders for ministry.
5. Has a seminary degree.
6. Possesses administrative abilities to effectively lead a pastoral team and to efficiently plan, execute and evaluate various ministries under their oversight.
7. Possesses the capacity to view the overall functioning of the church system.
8. Adheres to the ethical standard for credentialed leaders as set forth by the Mennonite Church USA.

Description of Responsibilities

Pastoral Team Leader is the spiritual and administrative leader called by the congregation to collaboratively ensure the implementation of the vision and mission of the church that has grown out of the life of the congregation. The mission and vision are given clarity and direction by the Church Board and meetings of the members and carried out by the Pastoral Team and the teams that serve under their direction.

This is accomplished by focusing on these 4 areas:

- **Administration:** Pastoral Team Leader is responsible to ensure that the church administrative procedures and policies are followed to allow all Pastors and Staff to function fully toward implementing the mission of the congregation. The Administrative Lead Pastor will oversee the following areas: office personnel, facilities, Human Resources Team and the Finance Team. This pastor will serve as the Pastoral representative to the monthly Board meetings and be the liaison to the Mosaic Mennonite Conference.
- **Worship/Preaching:** Pastoral Team Leader will oversee worship service planning and will work with the Pastoral Team to ensure a varied and biblically-based preaching schedule is maintained. The Pastoral Team Leader will be involved in the preaching ministry of the church as mutually determined by the Pastoral Team. Preaching will be consistent with Anabaptist understandings of faith based upon the 1995 Mennonite Confession of Faith. This pastor will oversee the overall worship planning regarding themes, sermon series and special events (communion, anointing, baptisms, special seasonal services).
- **Empowerment:** Pastoral Team Leader will give collaborative oversight to the pastoral team ensuring that the mission of the congregation is being effectively implemented. This will include weekly team meetings and at least one annual meeting with each staff member and pastor for review, self-evaluation and goal setting. The Pastoral Team Leader will make sure that all areas of pastoral ministry are being served by the pastoral team. This will necessitate the team working together and will mean that the team collaborates on involvement in the ministries of the church (weddings, funeral, preaching/teaching) and relationship building that contributes to the healthy functioning of the church. The Pastoral Team Leader will serve in a way that encourages a culture of accountability and grace in the congregation.
- **Self-Care**
 1. Maintain a support system that encourages a balanced and healthy pastoral ministry. This may include Spiritual Direction, a Clergy Care Group and personal counseling.
 2. Maintain a schedule that ensures the practice of spiritual disciplines in order to deepen a vital relationship with God through a spiritual 'rhythm and rule' that nurtures personal development.

3. Maintain personal Sabbath time by setting apart time each week to restore your spirit.

Ministry Description Review

This Ministry Description will be reviewed on an annual basis for the purpose of additions, deletions and clarification with the Church Board Chair as part of an annual feedback process.

Documents

Each pastor at Souderton Mennonite Church is expected to be familiar with the following documents:

1. 1995 Confession of Faith in a Mennonite Perspective.
2. A Shared Understanding of Ministerial Leadership: polity manual for Mennonite Church Canada and Mennonite Church USA.
3. Mosaic Mennonite Conference Handbook (if there is any special conference documents for credentialed leaders).

Each pastor as part of their ongoing continuing education and personal development as a pastoral leader is expected to demonstrate accomplishment/willingness to grow in the following 6 Mennonite Church USA Core Competencies:

1. Biblical Story: firmly grounded in the Biblical story and foundational theology in order to preach and teach the Word of God for life transformation.
2. Anabaptist/Mennonite Principles: Understand and will value core Anabaptist values, beliefs and practices.
3. Christian Spirituality/Discipleship: Willingness to grow in a spirituality that is continually being shaped by the everlasting love of God, the life, death and resurrection of Jesus Christ, and the transforming power of the Holy Spirit.
4. Self-understanding and Self-Awareness: Seeks a healthy sense of self and a capacity to enter into and maintain healthy relationships with others.
5. Contextual Awareness and Missional Leadership: Willing to grow in ability to recognize, interpret and redemptively engage the natural, cultural, ecclesial and global environments of this ministry context.
6. Leadership: Willingness to grow in capacity for leadership.

Affirmed at Church Board June 2020