

EMMANUEL MENNONITE CHURCH

LEAD PASTOR

JOB DESCRIPTION

JOB SUMMARY

The Lead Pastor of Emmanuel Mennonite Church will work with the congregation on the development and implementation of the church's mission and vision. The Lead Pastor will be responsible for walking alongside the congregants, building relationships with them, teaching them, encouraging them, and empowering them to grow in their relationship with Jesus, in accordance with Anabaptist principles of peace, community and service. The Lead Pastor will also be responsible to initiate, enable and animate a proactive plan for church development and growth.

CHARACTER, SKILLS & VALUES

1. As with all Emmanuel Mennonite staff, the Lead Pastor must
 - a. Support the doctrine, Anabaptist values, and the vision of the church;
 - b. Model following Jesus and encourage the congregation to deepen their relationship with Him;
 - c. Be supportive and committed to building relationships with the congregation and committed to continued spiritual growth;
 - d. Work in collaboration with EMC church leadership (staff, Council, committees);
 - e. Be a person of high integrity and exemplary moral character.

2. Leadership Competencies
 - a. Has demonstrated evidence and abilities to work at church development and growth;
 - b. Be specifically gifted in the area of shepherding and equipping the congregation and its leaders;
 - c. Demonstrate proficiency in teaching and preaching;
 - d. Possess leadership skills to facilitate the development and implementation of the vision, mission and goals of the congregation;
 - e. Possess the administrative skills necessary to perform and carry out the details of those duties, be communal in decision making, and capable in the
 - f. supervision of staff.
 - g. Be collaborative, working well with a team to achieve a goal
 - h. Value building relationship with church congregants.

RESPONSIBILITIES

1. Able to develop and implement strategies for growth, both personally and through the equipping of congregational members.
2. As a member of the Worship Committee and deacons

- a. Meet regularly to plan Sunday morning worship and other special services;
 - b. Meet monthly with the deacons;
3. Preach regularly and carry out church ordinances such as baptism, membership and counseling;
4. Acting as a shepherd, actively engage with and build relationships with congregants, encouraging, teaching and empowering them;
5. Develop congregational skills to reach out and serve the community where we are planted;
6. Act as a resource for Connection Groups, providing support and teaching for all Connection Group leaders;
7. Foster a discipleship culture in which congregants follow Jesus in relationships of mutual accountability;
8. Give leadership and encouragement to the staff team, by working collaboratively with them;

ACCOUNTABILITY

The Lead Pastor will

1. Be ultimately accountable to the congregation through the church Council;
2. Attend Council and congregation meetings;
3. Provide regular reports to Council and an annual report to the AGM;
4. Be reviewed according to hiring contract on the basis of the job description
5. Actively connect with relevant community groups as time allows.

HOURS OF WORK

This is a full time (40 h/wk) position. Holidays and days off are to be coordinated with the Council Chair in accordance with the employment agreement and EMC Personnel policy. The Lead Pastor should expect that working hours may include time outside of regular working hours. EMC sets out the weekly work schedule in “blocks” of time amounting to 40-48 h/wk. This can be negotiated.

REMUNERATION

Remuneration is commensurate with education level and prior experience. EMC has established a salary policy for pastor staff based on recommendations suggested by MC Canada and MCBC.

WEBSITE

More information on Emmanuel Mennonite Church can be found at www.emmanuelmennonite.com.