

Community Mennonite Church Lead Pastor Job Description

Position Title:

Lead Pastor

Position Description:

The Lead Pastor (LP) is called by the members of CMC to provide leadership to the Pastoral Team (associate pastors and pastoral elders) which works collaboratively to provide spiritual guidance and vision for the congregation as a whole. The LP will focus on Biblical preaching and teaching within and beyond the congregation as well as equipping the congregation through leadership development and missional engagement in the broader community. The LP serves as supervisor for associate pastors and the church administrator. The LP is a full-time position, reporting to Council Chair with written reports to Church Council.

Term of Employment:

The LP is called to a 4-year term. The Personnel Committee prepares the annual Covenant of Understanding for this position and conducts an annual review of the LP, including the congregation in the process in year 3 of a 4-year cycle. (Current term begins January 2017. The next congregational review will take place in the fall of 2019.)

Qualifications:

The LP must have a personal relationship with Jesus Christ and demonstrate faithful growth in Christian identity as a disciple, leader, and pastor.

The LP possesses:

- a) Commitment to Anabaptist-Mennonite theology and witness.
- b) Clear sense of pastoral identity and call to pastoral ministry.
- c) Personal integrity and ability to maintain confidentiality.
- d) Strong preaching, teaching, communication and pastoral care skills.
- e) Sensitivity to the needs of individuals and groups across the congregation.
- f) Competence in self-motivation, time management and organization.
- g) Master's of Divinity degree and experience as lead pastor.

Duties in a 45 hour work week:

- A. **Biblical & Theological Leadership:** Discern CMC worship themes in consultation with pastoral team and worship commission. Preach approximately 2/3rds of the Sundays annually. Lead Bible study in various venues. (15 hrs)
- B. **Congregational Equipping:** Administer CMC ministries including communication among CMC leadership groups. Lead staff and Pastoral Team meetings. Participate in Church Council. Consult with CMC Commissions on a rotating basis regarding integration of congregational vision and mission. (10 hrs)
- C. **Pastoral Support & Spiritual Growth:** Provide routine pastoral care through visitation, pre-marital counseling and discernment groups. Lead memorials,

funerals, and weddings as requested and available. Guide processes for new members, baptism, and welcoming new attenders. Encourage leadership development and gifts discernment practices across the congregation. (10 hrs)

D. **Community and Interchurch Relationships:** Engage the community, Harrisonburg District, Virginia Mennonite Conference and Mennonite Church USA representing CMC's ministry and vision. Engage ministry colleagues beyond CMC for mutual support. (7 hrs)

E. **Other** (3 hrs)

Approved by Church Council, November 15, 2016