

Pastor of Worship, Outreach and Administration
Hesston Mennonite Church
Full Time

Rationale:

1. To provide leadership, energy and direction to the congregational focus on seeking and following the ways of Christ by tending to the vision of Hesston Mennonite Church.
2. To provide leadership and support to the congregation in developing and carrying out a plan that focuses on worship, preaching and outreach to equip others in Christ's ministry.
3. To communicate the congregation's openness, interest and commitment to those not yet involved in a congregation.

Values and Principles:

1. Equipping the congregation for ministry through collaborative leadership.
2. Nurturing Anabaptist/Mennonite practices of Christian faith.
3. Cherishing and cultivating the unique spiritual potential within everyone.
4. Nurturing the congregation with the gifts of reflection and discernment so that individuals are empowered and equipped to follow the way of Jesus.

Qualities:

1. A vital relationship with Jesus Christ and vibrant spirit that reflects the joy of Jesus.
2. Knowledge and understanding of the *Confession of Faith in a Mennonite Perspective* (1995).
3. Well-grounded in Biblical knowledge and the Anabaptist Faith.
4. Passion for people and relational.
5. Committed to ongoing personal growth and development; capable of self-reflection.
6. Educational and professional background, which includes seminary training and successful pastoral experience.
7. Well-developed preaching and teaching skills.
8. Capacity to lead in the on-going development and communication of vision for the congregation.
9. Ability to work well as part of a team and provide team leadership.

Accountability:

1. Bi-weekly pastoral team meetings.
2. Participate in weekly staff meetings.
3. Supervisory accountability to personnel council:
 - a. The personnel council will maintain supervisory accountability of the pastors in relation to their work in the congregation, progress toward goals, fulfilling job responsibilities as outlined in their job descriptions and other like matters.
 - b. Meet individually with personnel council each quarter, at a minimum.
 - c. Meet with personnel council and the full team of pastors two times annually, at a minimum.
4. Review by congregation every three years.
5. Participate in Church Council and Elder meetings.

Primary Responsibilities:

1. Provide leadership for preaching and worship that invites people to a growing maturity in faith, discipleship, spiritual growth and mission.
 - Assume primary responsibility for preaching with an expectation of preaching approximately one-half of the Sundays out of the year.
 - Lead worship planning with Pastoral Team and Worship Commission through guiding and developing long-term worship plans in order to establish a purpose as well as develop themes and topics.
2. Lead the congregation in implementing and reviewing congregational vision and goals while seeking to keep various programs and ministries coordinated and interconnected.
3. Provide leadership in working with the congregation on outreach to develop and carryout plans to provide ministry across the street and around the world in coordination with the Outreach Commission.
4. Maintain administration and leadership responsibilities, with a spirit of collaboration and teamwork, as they relate to:
 - Facilitate pastoral team meetings and teamwork with all pastors contributing to the process, discussion and decisions at hand.
 - Supervise the support staff and facilitate intraoffice meetings.
 - Coordinate vacation and sick leave of pastoral team members and office staff which includes documenting vacation/sick leave used and scheduling of pastors/office staff to ensure adequate coverage.
5. Attend to personal spiritual growth.

Responsibilities shared as a part of the Pastoral Staff team:

1. Participate in public congregational ministry including participation in leading various aspects of worship.
2. Collaborate in leading the programs and ministries of the congregation within the framework of the adopted mission of Hesston Mennonite Church.
3. Provide pastoral care for special needs within the congregation, such as hospitalization, birth, death, personal and family difficulties, marriage preparation, and instruction of new believers.
4. Oversee the administration of the church rituals, such as baptism, Lord's supper, marriage, commissioning, parent/child dedication, anointing with oil.
5. Represent the congregation in the wider church and in the community, such as South Central Conference, pastor-peer group, Hesston Chamber of Commerce, Hesston College.
6. Provide input and counsel to the Board of Elders on matters of membership and pastoral care within the congregation.
7. Maintain connection with area resources (such as MCUSA, regional conferences, and area Mennonite churches) for support in this ministry.