

**Pastor of Congregational Life**  
Hesston Mennonite Church  
Full Time

*Rationale:*

1. To provide leadership, energy and direction to our congregational focus on faith development and formation in the young children and families of the church, as well as nurturing and honoring the faith contributions of individuals around age 40 and above.
2. To provide leadership and support to the congregation in the opportunities and challenges of our current cultural context, with special focus on young children, their families, and individuals around age 40 and above in the congregation.
3. To establish and encourage foundations of the practices of faith for a life of ongoing growth and development.
4. To facilitate relationships that invite others to participate in the movement of the Spirit.
5. 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 practice of Christian faith.
3. Cherishing and cultivating the unique spiritual potential within everyone.
4. Nurturing our 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. Ability to work well as part of a team.
7. Educational and professional background that has laid a good foundation of preparation for the role; seminary training and successful pastoral experience preferred.

*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 oversight for congregational life ministries, including:
  - Organize small groups where interest lie and resource small group facilitators, as needed.
  - Facilitate the Exploring Hesston Mennonite Church group.
  - Work with the Fellowship and Service Commission.
2. Coordinate congregational care needs among the congregation through both individual care visits along with delegating visits to other pastors, elders, etc. to ensure needs are met.
  - Maintain contact with church volunteers to coordinate meal trains for families/persons in need of that resource.
3. Establish relationships of trust and integrity with members of the congregation, with a special focus on young children (ages birth – 4<sup>th</sup> grade) and their families, along with individuals around age 40 and above.
4. Work with the Christian Education Commission and congregation to recruit, develop and equip persons to help carry out ministry and programming with young children (ages birth – 4<sup>th</sup> grade) and their families, along with individuals around age 40 and above.
5. Provide leadership in selection, adaptation, utilization and review of curriculums that support the spiritual development of young children (ages birth – 4<sup>th</sup> grade) and their families.
6. Assist with preaching responsibilities in coordination with other pastoral staff members, with an expectation of preaching approximately one-quarter of the Sundays out of the year.
7. 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.