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### Job Description

<b>Title:</b> Lead Pastor	<b>Department:</b>
<b>Term:</b> Full Time, Open-Ended Term	<b>Approved By:</b> Oversight Board
<b>Revision:</b> August 12, 2024	<b>Date:</b> August 12, 2024

#### **General Description/Purpose:**

The Lead Pastor leads the congregation in experiencing a transforming relationship with God and equips them for sharing Christ with others. The Lead Pastor guides a Ministry Team that leads a balanced ministry of worship, preaching, teaching, equipping, pastoral and mutual care, nurture, service, social justice work, evangelism and administration.

#### **Qualifications/Gifts**

- A follower of Jesus who cultivates a vital relationship with God and demonstrates the fruit of the Spirit, called to serve God and share a passionate faith through pastoral leadership.
- Committed to Anabaptist values and teachings, a Jesus-centered interpretation of Scripture, and the *Confession of Faith in the Mennonite Perspective* (1995), which JSMC uses as a guide.
- Affirms [JSMC's Mission, Vision and Values](#) and [Shared Understanding of Singleness, Marriage, and Inclusion \(2022\)](#).
- Holds a seminary degree with five years of pastoral experience preferred.
- Communicates and relates effectively with persons of various ages, cultures/ethnicities and world views.
- Demonstrates the ability to be a collaborative leader, visioning and discerning direction with the congregation, and guiding the Ministry team to equip and empower others.
- Possesses administrative abilities to effectively and efficiently plan, execute and evaluate various ministries.

#### **Areas of Responsibility:**

- Lead the congregation in discipleship and spiritual growth, into living out [JSMC's Mission, Vision and Values](#).
- Encourage a culture of empowerment, accountability, and grace in the congregation.
- Champion outreach and service, equipping members and communicating service opportunities.
- Lead the pastors and the Ministry Team in developing, executing and evaluating strategies, policies, and programs that empower the congregation to minister within and beyond the congregation.
- Provide supervision, counsel, guidance and growth opportunities to the other Pastor(s) and the Ministry Team.
- Oversee the preaching, teaching, and worship ministries, ensuring consistency with an Anabaptist/Mennonite understanding of Christian faith and practice.
- Preach two to three Sundays a month on average.
- Oversee the discipleship of new believers, orientation of new members, baptisms, communion and other rituals.
- Participate in parent-child dedications, funerals, weddings and other special services as called upon.
- Ensure the coordination of pastoral care and response to crisis for congregational members.
- Promote mutual care among congregational members through small groups and care/visitation ministries.
- Ensure the coordination of pastoral contacts with visitors and persons uninvolved with congregational life.
- Ensure counseling is available for marriage preparation, family situations, life transitions, and crises, facilitating referrals to trained professionals as needed.
- Ensure effective, efficient and standard operations of the church office and the information/communication system of the congregation.

- Expand pastoral ministry competencies through professional reading, educational seminars, retreats, and coaching from the Conference minister.
- Engage in Atlantic Coast Conference and Mennonite Church USA, participating in networking, support, and decision-making opportunities that this position affords.

**Accountability:**

The Lead Pastor is accountable to the congregation through the JSMC Oversight Board.

**Supervision Exercised**

The Lead Pastor supervises the other Pastor(s) and the Ministry Team. The Lead Pastor may delegate authority of specific Ministry areas to another Pastor.

**Job Description Review**

This job description shall be reviewed for the purpose of additions, deletions and clarifications on an annual basis by the JSMC Oversight Board as a part of the annual feedback process. The Lead Pastor may request additional job description reviews with a written request to the Oversight Board chairperson.